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CAUT comments/Commentaires de l'ACPU

Free trade requires educated citizenry, commitment to R & D

The level playing field is the current cliché of the United States in the free trade negotiations with Canada. We in Canada, however, have neglected one aspect of that level playing field, namely the amount of investment in universities on both sides of the border. This is an aspect which is, of course, entirely within our own control and one which we neglect at our peril. Most commentators believe that the future lies with an educated citizenry, intellectual vitality and a commitment to research and high technology. That in turn depends on having a university system which can compete with the American research universities and the major liberal arts colleges.

It is a current truism that major business investment is now made in areas where there are first-rate universities. The directors of such businesses know that their companies will be best off in places with skilled and educated manpower, intellectual stimulation, and access to good university research teams. Boston, North Carolina and California got there first. Everyone else in the United States is trying to catch up.

This has produced a marked change in the funding of American universities. Last year we noted in "The Tory Record" that some 36 American states had provided increased funding for universities at rates higher than in any Canadian province in the period 1983-84 to 1985-86. Some 22 states including Alabama, Arkansas, Tennessee and California had increased funding in the last two years at rates at least fifty per cent higher than those found in any province. Although there has been some backsliding in states that are heavily dependent on products such as oil, the trend has continued.

In fact Americans are involved in a great debate on why their educational institutions, including universities, are not better. In some states this will undoubtedly lead to increased funding. At the federal level in the Congress a de facto bipartisan policy of support has emerged among the majority of Republicans and Democrats who have consistently rejected the President's attempts to cut university funds. The conservatives believe that the nation and its economy will not survive without a vibrant university system; liberals believe that social and economic problems will not be dealt with properly without a good set of universities. Together they both know that this requires reasonable funding.

Perhaps the most marked contrast between Canada and the United States can be seen in the different responses of ultra conservative leaders in California and British Columbia. We are all aware of the onslaught on the universities of British Columbia conducted by Bill Bennett. At the same time the conservative Republican governor of California strongly supported the adequate funding of the universities, precisely because he believed that the future of the state depended on it. California advertised in *Fortune* and elsewhere that companies should settle in that state because it had the best educated citizenry in the United States.

Nor should we think that British Columbia is an eccentric exception. Most provincial governments in the last five to ten years have neglected their universities, and both Liberal and Conservative governments in Ottawa have paid little attention to university research other than to obfuscate the issue by endless bureaucratic rearrangements of the furniture.

The Conservatives may not succeed in getting their free trade package. But the figures show that we are overwhelmingly involved with the United States in terms of international trade. Whatever the outcome of the current arrangements, there must be some structures that will continue this relationship. However, it will become ever more one-sided if we do not educate our citizenry and develop our skills to the same level as our major competitor and trading partner.

The federal government must give leadership, not just in words but in actions. There is an emerging concensus in Canada that this is of crucial importance. Recently the Canadian Manufacturers' Association called on governments in Canada to improve their support for universities. We await the actions of the Prime Minister.

Le libre-échange nécessite des citoyens éduqués, une vie intellectuelle vigoureuse et un engagement à l'égard de la R & D

Le cliché utilisé actuellement par les Etats-Unis dans leurs négociations avec le Canada portant sur le libre-échange est celui d'un terrain de jeu découvert. Nous, Canadiens, avons toutefois négligé un aspect de ce terrain de jeu découvert, soit les sommes d'argent investies dans les universités des deux côtés de la frontière. Nous exerçons évidemment sur cet aspect un contrôle total et le négligeons à nos risques et périls. La plupart des commentateurs estiment que l'avenir réside dans des citoyens éduqués, une vie intellectuelle vigoureuse et un engagement à l'égard de la recherche et de la haute technologie. Tout cela repose à son tour sur un système universitaire qui peut rivaliser avec les universités américaines effectuant des recherches et avec les principaux collèges d'enseignement général.

C'est énoncer un truisme que d'affirmer que les investissements économiques importants s'effectuent à l'heure actuelle dans les régions comptant des universités de premier ordre. Les directeurs d'entreprises savent que leurs compagnies seront en meilleure position dans les endroits où l'on trouve une main-d'oeuvre qualifiée et éduquée, des stimulants intellectuels, et un accès à de bonnes équipes universitaires de recherche. Boston, la Caroline du Nord et la Californie constituent les premiers exemples de ce phénomène. On essaie, dans toutes les autres parties des Etats-Unis, de rattraper son retard.

Cette situation a entraîné un changement marqué dans le financement des universités américaines. L'année dernière, nous avons noté dans *Le bilan du PC* que quelque 36 états américains avaient augmenté les fonds destinés aux universités à des taux supérieurs à ceux de toute province canadienne durant la période s'échelonnant de 1983-1984 à 1985-1986. Quelque 22 états, incluant l'Alabama, l'Arkansas, le Tennessee et la Californie, ont accru, au cours des deux dernières années, le financement de leurs universités à des taux supérieurs d'au moins cinquante pour cent à ceux de n'importe quelle province canadienne. Bien que certains états dont l'économie est très dépendante de produits tels que le pétrole aient fait marche arrière, la tendance décrite ci-dessus ne s'en est pas moins poursuivie.

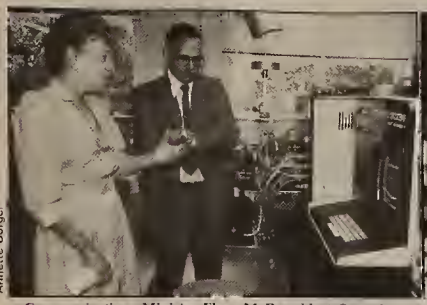
En fait, les Américains sont engagés dans un grand débat visant à déterminer la raison pour laquelle leurs établissements d'enseignement, y compris leurs universités, ne sont pas de meilleure qualité. Dans certains états, ce débat entraînera sans aucun doute une augmentation du financement universitaire. Au niveau fédéral, une politique bipartisane de soutien aux universités a émergé de facto parmi la majorité des parlementaires démocrates et républicains siégeant au Congrès, qui ont repoussé régulièrement les tentatives du Président visant à réduire les fonds universitaires. Les conservateurs estiment que la nation et son économie ne survivront pas sans un système universitaire vigoureux; les libéraux, quant à eux, croient que les problèmes sociaux et économiques ne pourront être traités efficacement sans l'existence d'un réseau bien organisé d'universités. Les deux groupes savent que, pour remplir les rôles qui leur sont ainsi fixés, les universités doivent bénéficier d'un financement raisonnable.

On peut déceler de la manière peut-être la plus évidente le contrasteentre le Canada et les Etats-Unis dans les réactions opposées des leaders ultra-conservateurs de la Californie et de la Colombie-Britannique. Nous sommes tous au courant de l'assaut mené par Bill Bennett contre les universités de la Colombie-Britannique. Au même moment, le gouverneur républicain de la Californie, lui aussi de tendance conservatrice, appuyait fortement le financement adéquat des universités précisément parce qu'il croyait que l'avenir de son état en dépendait. La Californie annonçait dans *Fortune* et ailleurs que les compagnies avaient avantage à s'installer chez elle parce qu'elle comptait les citoyens les mieux éduqués des Etats-Unis.

Nous ne devrions pas non plus considérer la Colombie-Britannique comme une aberration isolée. La plupart des gouvernements provinciaux ont fait preuve de négligence, au cours des cinq ou dix dernières années, à l'égard de leurs universités, et les gouvernements, tant libéraux que conservateurs, au pouvoir à Ottawa ont payé peu d'attention à la recherche universitaire, si ce n'est pour embrouiller cette question par un continuel remue-ménage bureaucratique.

Il se peut que les Conservateurs échouent dans leurs tentatives pour instaurer le libre-échange. Mais les chiffres nous montrent que nous sommes massivement engagés avec les Etats-Unis en ce qui touche le commerce international. Quoi qu'il arrive aux accord actuels, il faudra établir des structures pour organiser cette relation. Cependant, notre position deviendra de plus en plus précaire si nous n'éduquons pas nos citoyens et ne développons pas nos compétences avec autant d'efficacité que notre principal concurrent et partenaire commercial.

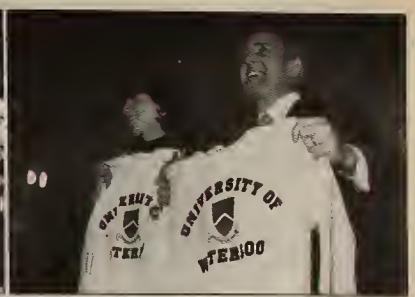
Le gouvernement fédéral doit faire figure de chef de file, pas seulement par ses déclarations, mais également par ses actions. L'importance de cette question fait l'objet d'un consensus croissant au Canada. Récemment, l'Association des manufacturiers canadiens a fait appel aux gouvernements du Canada pour qu'ils augmentent leur soutien aux universités. Nous attendons de voir quelles mesures prendra le Premier ministre.



Annette Borger

Communications Minister Flora McDonald at Queen's.

Finance Minister Michael Wilson delivers budget speech.



The Mulroneys at the University of Waterloo.

The whole of the September issue of the *Bulletin* is again devoted to an examination of the performance of the government on matters relevant to post secondary education. You will recall that this series of special issues devoted to the question of whether the government lives up to its promises began with an issue on the election in 1984. At that time all of the parties were asked to explain their policies on universities and research. Last year there was a review of the government's actions and a discussion of whether it had in fact lived up to its promises. The process continues.

It is clearly of great importance to the universities that the government does in fact realize that there are people who will call it to account for the discrepancy between its promises and its actions. CAUT has an important part to play in that process. It is the present plan to make this special issue an annual event for the next year or so.

The presentation of this special issue of the *Bulletin* does not stand on its own. The fact that such attention is paid to the government's statements and actions on these matters is a help in the year round process of lobbying.

The topic of research funding is one on which the government has made commitments which it has not lived up to. It is of central interest to academics that pressure be maintained on this issue. Members will recall that at the end of last year we had a card write-in campaign on the topic which was very successful. We continue to remind government that there is an important and fundamental requirement for basic research.

Perhaps we need to remind ourselves that an increment in funding to the research councils is not the end of the issue. Two areas that have become topics of discussion over the summer are space and arctic research. An evaluation of both these areas has drawn attention to the crucial importance of basic research as a precursor to many other activities. All of us should keep a watching brief on all aspects of fundamental research in the country.

One of the events of the summer in which CAUT played a part was the July 20 federal by-elections. Two of the three elections were held in cities which have large universities: Hamilton with McMaster and St. John's with Memorial. In conjunction with the faculty associations at these universities, we raised interest among the local media on the topic of post-secondary education, making sure that relevant questions were raised at the time. I am grateful to both the associations for putting the effort into organizing the media contacts and taking an interest in this element of lobbying.

In both places, a set of questions on post secondary education and research was sent to the candidates and various interviews given to the press, radio and television. The Memorial faculty association used the answers to the questions as the material for a by-election broadsheet. It can do no harm to remind politicians with universities in their constituencies that they will have to deal with those who study and work in them. The reluctant way in which some of the candidates agreed to let their views come forward suggests that they feel sensitive on the topics of research and universities. We should keep up this type of pressure.

The activities related to the National Forum on Post-Secondary Education are speeding up. CAUT spent considerable effort this summer putting pressure on the Secretariat to make sure that people involved in the faculty associations across the country were involved. While the outcome is not perfect, it is certainly very much better than the original lists drawn up. We have begun mailing information to those people whom we know

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L'ensemble du numéro de septembre du *Bulletin* est une fois de plus consacré à l'examen du bilan du gouvernement dans les questions se rapportant à l'enseignement postsecondaire. Vous vous rappellerez que cette série de numéros spéciaux destinés à évaluer à quel point le gouvernement s'est montré fidèle à ses promesses a commencé avec un numéro consacré à l'élection de 1984. A ce moment, tous les partis ont été priés d'expliquer leurs politiques relatives aux universités et à la recherche. L'année dernière, on a procédé à un examen des mesures prises par le gouvernement, et on a discuté afin de déterminer s'il s'était montré dans les faits à la hauteur de ses promesses de 1984. Ce processus continue.

Il est de toute évidence très important pour les universités que le gouvernement se rende effectivement compte que des gens lui demanderont de justifier l'écart séparant ses promesses et ses actions.

L'ACPU a un rôle important à jouer dans ce processus. Nous prévoyons actuellement publier un tel numéro spécial une fois par année, à tout le moins durant la prochaine année.

La présentation de ce numéro spécial du *Bulletin* ne constitue pas un événement isolé. Une telle attention portée aux déclarations et aux actions du gouvernement dans les domaines qui nous intéressent aide aux efforts de lobbying consentis durant toute l'année.

Le financement de la recherche représente un domaine face auquel le gouvernement a pris des engagements qu'il n'a pas respectés. Il est d'un intérêt primordial pour les universitaires de maintenir la pression sur cette question. Nos membres se souviendront qu'à la fin de l'année dernière, nous avons mené une campagne de pétition par cartes qui s'est révélée un grand succès. Nous continuons à rappeler au gouvernement que la recherche fondamentale représente un besoin important et essentiel.

Il nous faut peut-être garder en mémoire que l'accroissement du financement des conseils de recherche ne représente pas la seule solution. La recherche spatiale et la recherche arctique constituent deux domaines ayant fait l'objet de discussions au cours de l'été. L'évaluation de ces deux secteurs a fait ressortir l'importance de la recherche fondamentale comme condition préalable à un grand nombre d'autres activités. Nous devrions tous nous assigner comme tâche de surveiller étroitement l'ensemble des aspects de la recherche fondamentale dans le pays.

Parmi les événements de l'été dans lesquels l'ACPU a joué un rôle figurent les élections partielles du 20 juillet. Deux de ces élections se déroulaient dans des villes comptant des universités importantes: Hamilton, avec McMaster, et St-Jean (T.-N.), avec Memorial. Conjointement avec les associations de professeurs de ces universités, nous avons soulevé un certain intérêt dans les media locaux à propos de l'enseignement postsecondaire, nous assurant que les questions pertinentes étaient alors posées. Je suis reconnaissant aux deux associations d'avoir consenti l'effort nécessaire pour organiser les contacts avec les media et d'avoir fait montre d'intérêt à l'égard de cet élément du lobbying. Aux deux endroits, les candidats ont reçu une série de questions portant sur l'enseignement postsecondaire et la recherche, et diverses entrevues ont été accordées à la presse, à la radio et à la télévision. L'association des professeurs de Memorial a intégré les réponses apportées aux questions à un placard publié spécialement pour l'élection partielle.

Il n'est pas mauvais de rappeler aux politiciens dont les circonscriptions renferment des universités qu'ils auront à traiter avec les personnes qui y étudient et y travaillent. La réticence avec laquelle certains candidats ont accepté de faire part de leurs opinions sur la recherche et les universités indique l'im-

Voir BULLETIN/34

Special report — **Édition spéciale**

Ottawa and the universities
Ottawa et les universités

This edition of the *CAUT Bulletin* examines the Tory track record over the past three years in areas of interest and concern to the academic community.

Cette édition du *Bulletin de l'ACPU* analyse les performances des Tories des trois dernières années dans les domaines d'intérêts de la communauté académique.

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Universities: the Conservative commitment

by Brian Mulroney
Prime Minister of Canada

Last April, I had the opportunity to meet representatives from CAUT, AUCC and the Canadian Federation of Students. I welcomed that meeting, the first ever involving all parties of the university community with a Canadian Prime Minister, as a means of signalling our awareness of the essential role played by post-secondary education in Canadian society and the need for strengthening our university system in the years ahead.

It is now a truism that education is one of the keys to improving the quality of life and creating a more prosperous and tolerant Canada. Our high level of education and research has allowed Canada to take its place as a leader among the world's industrial nations. If we are to continue playing a major role in international affairs and to stay competitive in a tough world of global interdependence, we must maintain and improve our current high level of post-in a variety of areas have given credence to that pledge. I am delighted to have the opportunity to discuss those accomplishments with you and share this government's vision for the future role of post-secondary education in Canada.

As a country and as a people, we must elevate the role of education and technology to the very centerpiece of our national agenda. I am committed to that. As a new government, awash in financial problems and a fiscal squeeze, I acknowledge we may not have acted as quickly as some would wish. But we are now on track with a long term approach, and new vehicles to put things right. That, indeed, was the very purpose of the new National Advisory Board on Science and Technology which, apart from Cabinet, is the only committee I personally chair.

One of the basic principles governing post-secondary education in Canada is that the constitutional responsibility for education lies with the provinces. However, social and economic factors have made higher learning a matter of national importance and, as a result, the federal government contributes significant resources to post-secondary education. This Government's objectives in supporting higher secondary education.

The Government of Canada recognizes the importance of this country's post-secondary system and that is why we are committed to strengthening further the high quality of education we enjoy. Our commitment to higher learning was reiterated in the Speech from the Throne last October, which reinforced our Government's pledge to support, along with the provinces, a post-secondary education system based on excellence and equality of opportunity. During the past year, our actions in the area of post-secondary education are quite well known. They include: economic, social and cultural development; the improvement of our human resources; an increase in our research capabilities; an enhanced role for the universities in regional development and the improvement of equality of opportunity through greater accessibility to post-secondary training.

My party's pledge, before the last election and since forming the Government, has been to seek a new era of federal-provincial reconciliation in all areas; the economy, the Constitution, and not least of all, in post-secondary education. Our Government has worked closely with the provinces on a wide range of post-secondary issues, co-operation we feel is a crucial element in achieving solutions to the very real difficulties facing higher education in general and university funding in particular.

"The Government of Canada recognizes the importance of this country's post-secondary system and that is why we are committed to strengthening further the high quality of education we enjoy...As a country and as a people, we must elevate the role of education and technology to the very centerpiece of our national agenda. I am committed to that."

Perhaps the most important federal contribution to post-secondary learning is federal financial support. The priority we attach to higher education is indicated by the large amounts of federal funds directed to post-secondary education and by the fact that they will continue to grow, notwithstanding this government's serious commitment to restraint. The Government recognizes that the 800,000 full-time and many hundreds of thousands of part-time students require and deserve the best possible system of higher education. We view post-secondary training as an investment in the future.

In 1987-88, the federal government will provide over $6 billion towards higher education. The major expenditure occurs through transfers to the provinces under the Established Programs Financing arrangements. These transfers, which have risen from $3.3 billion in 1981-82 to the current level of around $5 billion, account for a major portion of the annual costs of Canada's post-secondary education systems.

Our Government promises to help promote university research. In the Budget of February 26, 1986 we announced the first ever five-year plan for the three federal Granting Councils that fund university research: the Natural Sciences and Engineering Research Council; the Medical Research Council and the Social Sciences and Humanities Research Council.

One of the keys to a strong academic system is the creation of knowledge through basic and applied research. It is this research and development that is crucial to our economic development and international competitiveness. As a government, we recognize that the research of today represents the jobs and prosperity of tomorrow. We also recognize that research helps to define what it is to be a Canadian; research promotes a sense of vitality to our society while stimulating the intellectual curiosity of our people.

But research must involve all of society. We must harness more institutional support for universities. That is why we introduced a policy reflecting the Government's belief in the importance of greater research collaboration between universities and the private sector. The federal Government will match private sector donations to university research up to a total of $369 million over the next four years. The matching funds will be allocated to the Granting Councils over and above their base budgets, thereby providing the opportunity for real growth in the funding available to support university research.

Another key initiative for federal-provincial co-operation in post-secondary education has been student financial support. Our government views the half billion dollars represented by the annual cost of the Canada Student Loans Program (CSLP) and other federal bursaries and scholarships as a vital means of creating opportunities for Canadians to obtain a post-secondary education. In 1987-88 alone, the CSLP will assist over 250,000 students to continue their education. In fact, since 1964, the CSLP has helped over 1.4 million Canadians benefit from post-secondary training. Yet more must be done. There is now a Federal-Provincial committee currently working to improve our joint efforts in making higher education accessible to all Canadians.

Student aid alone, however, is not sufficient. Unless students can find summer jobs to help finance their studies, and be confident that they will be able to find meaningful employment after graduation, all the government aid and funding in the world will not be enough. We must give our youth a renewed faith in Canada's future including meaningful jobs and employment in the knowledge-intensive sectors of the future. This Government's efforts to foster economic growth and create job opportunities are critical to ensuring that graduates have jobs in both the traditional and growth sectors of the economy.

Given the changing needs of our society, from trade to technology, and the increasingly vital role of post-secondary education, our Government has initiated a National Forum on Post-Secondary Education. We are co-sponsoring the Forum with the Provinces, and it will be held in Saskatoon on October 25-28.

The Forum is not merely another conference on post-secondary education. It will be an opportunity for a wide cross-section of interested citizens to explore the challenges and opportunities facing Canadian higher education into the next century. Members of the CAUT will bring to the Forum ideas that reflect their crucial role, as well as the labour movement, the business community, student leaders, and academic administrators.

The Forum will discuss the whole gamut of issues and concerns that confront post-secondary education in Canada including many of the fundamental questions that we will face in the future, such as the special concerns of the disabled, minority language groups, aboriginal peoples and women. The Government does not expect the Forum to provide solutions for all the questions facing post-secondary education but it will bring all the parties involved in higher education together to analyse the issues and to show us how we can better co-operate to meet these challenges.

In our rapidly changing world, this much is certain. The world of the future will demand new skills, new energies and new creativity from all Canadians. Will our system of post-secondary education be equal to the task of instilling these abilities in our students? The answer is simple — it must! The stakes are too high, the risks too great for it to be otherwise. This Government stands ready to co-operate fully with the provinces and all others involved in post-secondary education and will help create and maintain a system of higher education capable of meeting the challenges facing Canada.

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par Brian Mulroney
Le Premier ministre du Canada

En avril dernier, j'ai eu l'occasion de rencontrer des représentants de l'Association canadienne des professeurs d'université (ACPU), de l'Association des universités et collèges du Canada (AUCC) et de la Fédération canadienne des étudiants (FCÉ). C'était la toute première fois qu'un Premier ministre canadien se réunissait avec tous les intervenants du milieu universitaire, et j'en ai profité pour faire savoir à tous que nous sommes sensibles au rôle essentiel que joue l'enseignement supérieur dans la société canadienne et à la nécessité de renforcer notre réseau d'universités dans les années à venir.

Tout le monde admet aujourd'hui que l'éducation est l'une des clés de l'amélioration de la qualité de vie et de l'émergence d'une société canadienne plus prospère et plus tolérante. C'est grâce à l'excellence de ses moyens d'éducation et de recherche que le Canada est parvenu à s'imposer comme un chef de file parmi les nations industrielles du monde. Si nous voulons continuer de jouer un rôle de premier plan dans les affaires internationales et rester compétitifs dans le contexte souvent difficile de l'interdépendance planétaire, nous devons préserver et même rehausser la qualité déjà élevée de l'enseignement supérieur dispensé au Canada.

Le gouvernement du Canada reconnaît l'importance du système d'éducation postsecondaire, et c'est pourquoi nous voulons pousser encore plus loin la qualité de l'éducation dont bénéficient les Canadiens. Dans le discours du Trône d'octobre dernier, notre gouvernement a réitéré son attachement aux études supérieures en s'engageant à soutenir, de concert avec les provinces, un système d'éducation postsecondaire fondé sur l'excellence et l'égalité des chances. Au cours de l'année écoulée, nous avons pris différentes mesures qui vont dans le sens de cet engagement. Je suis heureux de l'occasion qui m'est offerte d'en discuter avec vous et de vous dire comment le gouvernement entrevoit l'avenir de l'éducation postsecondaire au Canada.

En tant que pays et en tant que peuple, nous devons placer l'éducation et la technologie au coeur même de nos grandes préoccupations nationales. J'entends y veiller moi-même. Au début de notre mandat, l'état des finances nationales exigeait toute notre attention et je reconnais qu'en matière d'éducation, nous n'avons peut-être pas agi aussi rapidement que certains l'auraient voulu. Mais nous avons maintenant une stratégie à long terme et de nouveaux outils pour la mettre en oeuvre. C'était là d'ailleurs la raison d'être du nouveau Conseil consultatif national des sciences et de la technologie, le seul comité que je préside personnellement, à l'exception, bien entendu, du Conseil des ministres.

La première chose dont il faut tenir compte quand on parle d'enseignement supérieur au Canada, c'est que l'éducation est un domaine de compétence provinciale. Toutefois, la réalité socio-économique a fait de l'enseignement supérieur une affaire d'importance nationale, et c'est pourquoi le gouvernement fédéral y consacre d'importantes ressources. Les objectifs que nous visons en agissant de la sorte sont d'ailleurs bien connus: développement économique, social et culturel; amélioration de nos ressources humaines; accroissement de notre capacité de recherche; participation accrue des universités au développement régional et renforcement de l'égalité des chances par une plus grande accessibilité de la formation postsecondaire.

"Le gouvernement du Canada reconnaît l'importance du système d'éducation postsecondaire, et c'est pourquoi nous voulons pousser encore plus loin la qualité de l'éducation dont bénéficient les Canadiens...En tant que pays et en tant que peuple, nous devons placer l'éducation et la technologie au coeur même de nos grandes préoccupations nationales. J'entends y veiller moi-même."

Dès avant la dernière élection, mon Parti s'engageait à instaurer une nouvelle ère d'harmonie fédérale-provinciale dans tous les domaines, qu'il s'agisse de l'économie, de la Constitution ou, bien sûr, de l'éducation supérieure. Notre gouvernement a collaboré étroitement avec les provinces sur toutes sortes de dossiers de l'éducation, une collaboration que nous jugeons essentielle si nous voulons résoudre les difficultés très réelles qui se posent dans l'enseignement supérieur en général et dans le financement des universités en particulier.

La contribution la plus importante du gouvernement fédéral est sans doute d'ordre financier. L'importance que nous attachons à l'enseignement supérieur se traduit par les sommes considérables que nous y affectons et par le fait que ces sommes vont continuer d'augmenter, malgré notre ferme volonté de restreindre les dépenses gouvernementales. Le gouvernement estime en effet que les 800 000 étudiants à plein temps et les centaines de milliers d'étudiants à temps partiel du Canada ont droit au meilleur système possible d'éducation supérieure. Pour nous, la formation postsecondaire n'est rien de moins qu'un investissement dans l'avenir.

En 1987-1988, le gouvernement fédéral consacrera plus de 6 milliards de dollars à l'enseignement supérieur. Le gros de ces dépenses consistera en transferts aux provinces suivant les modalités du Financement des programmes établis. De 3,3 milliards de dollars qu'ils étaient en 1981-82, ces transferts se chiffrent actuellement aux alentours de 5 milliards de dollars et représentent une bonne partie de ce que coûte annuellement au Canada le système d'éducation postsecondaire.

Notre gouvernement s'est aussi engagé à promouvoir la recherche universitaire. Notre budget du 26 février 1986 prévoyait une initiative encore jamais vue au Canada: un plan quinquennal de financement des trois conseils fédéraux qui subventionnent la recherche universitaire, à savoir le Conseil de recherches en sciences naturelles et en génie, le Conseil de recherches médicales et le Conseil de recherches en sciences humaines.

Une communauté universitaire est forte dans la mesure où elle peut faire avancer la connaissance par la recherche fondamentale et appliquée. C'est par la recherche et ses applications que nous pourrons assurer notre développement économique et notre compétitivité sur la scène internationale. En tant que gouvernement, nous sommes conscients que c'est la recherche d'aujourd'hui qui détermine les emplois et la prospérité de demain. Nous nous rendons compte aussi que la recherche contribue à définir le caractère canadien; elle inspire à notre société un sentiment de vitalité tout en stimulant la curiosité intellectuelle de nos gens.

Mais la recherche est l'affaire de la société tout entière. Nous devons mobiliser davantage d'appuis institutionnels pour nos universités. Convaincu de l'importance d'une plus grande collaboration entre les universités et le secteur privé dans le domaine de la recherche, le gouvernement fédéral s'est engagé à doubler chaque dollar que le secteur privé donnera à des fins de recherche universitaire, jusqu'à concurrence de 369 millions de dollars pour les quatre prochaines année. Ces fonds de contrepartie viennent s'ajouter aux budgets respectifs des conseils subventionnaires chargés de les distribuer, de sorte qu'il existe maintenant une réelle possibilité d'augmenter les fonds mis à la disposition de la recherche universitaire.

Un autre élément clé de la collaboration fédérale-provinciale en enseignement supérieur est l'aide financière aux étudiants. Le Programme canadien de prêts aux étudiants (PCPÉ) et les autres bourses d'études fédérales coûtent chaque année environ un demi-milliard de dollars, une contribution considérable sans laquelle, toutefois, de nombreux Canadiens devraient renoncer aux études supérieures. En 1987-1988 seulement, le PCPÉ aidera plus de 250 000 étudiants à poursuivre leurs études. En fait, depuis 1964, le PCPÉ a permis à plus de 1,4 millions de Canadiens de recevoir une formation postsecondaire. Ce n'est pourtant pas encore assez. Un comité fédéral-provincial s'occupe actuellement de coordonner les efforts que déploient les deux paliers de gouvernement pour rendre l'éducation supérieure accessible à tous les Canadiens.

Mais il ne suffit pas d'accorder des prêts et des bourses aux étudiants. Le gouvernement aura beau accorder toute l'aide imaginable, cela ne suffira pas si les étudiants ne peuvent trouver des emplois d'été pour payer leurs études et s'ils ne sont pas assurés de pouvoir trouver un emploi digne de ce nom à la fin de leurs études. Nous devons inspirer aux jeunes Canadiens et Canadiennes une confiance renouvelée dans l'avenir du Canada, un avenir prometteur d'emplois satisfaisants dans des secteurs où le savoir occupera une place prépondérante. C'est d'ailleurs pour cela que notre gouvernement s'efforce de stimuler la croissance économique et de multiplier les débouchés sur le marché du travail, afin que nos diplômés puissent obtenir des emplois tant dans les secteurs traditionnels de l'économie que dans les secteurs de pointe.

Conscient des besoins changeants de la société, dans tous les domaines depuis le commerce jusqu'à la technologie, et du rôle de plus en plus essentiel de l'éducation postsecondaire, notre gouvernement a lancé l'idée d'un colloque national sur l'enseignement supérieur. Organisé conjointement avec les provinces, ce colloque aura lieu à Saskatoon du 25 au 28 octobre prochains.

Il ne s'agira pas simplement d'une autre conférence sur l'éducation postsecondaire. Ce colloque permettra à de nombreux citoyens de différents milieux d'examiner les défis et les possibilités qui se présentent à l'enseignement supérieur à l'aube du prochain siècle. Des membres de l'ACPU seront là pour faire valoir leur point de vue extrêmement important, de même que des représentants des milieux syndical et patronal, des chefs de file de la communauté étudiante et des administrateurs d'établissement d'enseignement.

On y discutera de toute la gamme des sujets qui se rapportent à l'éducation postsecondaire au Canada, y compris bon nombre des questions fondamentales sur lesquelles nous devrons nous pencher à l'avenir, par exemple les besoins particuliers des handicapés, des groupes linguistiques minoritaires, des populations autochtones, des femmes, etc. Le gouvernement ne s'attend pas à ce que le colloque apporte des solutions à tous les problèmes de l'enseignement supérieur, mais il permettra néanmoins à toutes les parties intéressées d'analyser en commun ces problèmes et de nous montrer comment nous pouvons mieux collaborer à leur solution.

Dans notre monde en constante évolution, nous pouvons être sûrs d'une chose: le monde de demain exigera de tous les Canadiens de nouvelles compétences, de nouvelles énergies et une nouvelle créativité. Notre système d'éducation postsecondaire sera-t-il à la hauteur de la tâche? La réponse est simple: il le faut! Les enjeux sont trop élevés, les risques trop grands pour qu'il en soit autrement. Notre gouvernement est disposé à collaborer pleinement avec les provinces et tous les autres intervenants pour aider à doter le Canada d'un système d'éducation supérieure capable de relever les défis de l'avenir.

Canada's universities: the Liberal viewpoint

by Bill Rompkey, M.P.

Bill Rompkey is the official opposition critic for Secretary of State and Science and Technology. He was a member of the National Liberal Task Force on Post-secondary Education.

When I reflect on the situation Canadian universities find themselves in today I am reminded of Dickens's description of England before the French Revolution.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness,...it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair."

Our society too is full of contradictions. Just as the steam engine and power loom brought change to nineteenth century England, so lasers, chips and satellites are imposing changes on Canada. This change should be liberating — it should be towards greater creativity, greater opportunity for self-fulfillment, a greater chance to compete or cooperate in an ever-shrinking and interdependent world. The times should be stimulating and exhilarating. Because never before have we called upon a generation to think better and think smarter. As we move from a resource-based manufacturing economy to the information economy, this generation as never before will be called upon to keep up with their counterparts in Japan, West Germany, the U.S. and elsewhere.

It is the best of times; it is the worst of times. But for optimism read malaise. For hope read despair. What do we find in Canada today? 48% of single young people under 25 live below the poverty line. Youth unemployment in Newfoundland is a staggering 48%; in Nova Scotia it is 23%; in B.C. it is 23%. Last year in Canada only 170,000 students could find summer jobs. There has been a dramatic rise in the suicide rate among Canadian young people.

There is a great deal of pain out there. This generation of young Canadians is experiencing serious problems — problems that will not be improved without a full-scale commitment to a cooperative and comprehensive solution by all levels of government led by Ottawa.

But what has been the approach of the present federal Government? If you ask about education, they say it is a provincial responsibility. If you ask about youth unemployment, they say let the private sector deal with it. If you ask about research, they say we can get by with less. If you ask about training, they say industry should lead the way.

Consider the approach to research and development in this tough new world where scientific expertise is essential to our ability to compete. On the very day that John Polanyi was awarded the Nobel Prize, the Government forced the NRC to cut $20 million from its budget, and close the very lab where Dr. Polanyi began his work. Even more tragic was Polanyi's advice to young Canadians pursuing careers in research. He advised: "go to the U.S."

Recently, a headline in the *Globe and Mail* based on a report from the National Sciences and Engineering Research Council read: "Researchers will leave if money not available". As many as 40% of researchers say they are attempting to leave Canadian universities because of low financing. David Nowlan, Vice-President of Research at the University of Toronto, affirmed that "our funding levels are below American, Japanese and many European countries and we do lose our best researchers."

There must be a strong governmental commitment to research, both pure and applied. It cannot be left only to the private sector. The granting councils and, therefore, the universities must be assured for the foreseeable future budgets adequate to do the essential job they have. John Turner has given an undertaking that the Liberal Party will restore stability to the research programs of our country.

Surely students in all disciplines must think it is the worst of times when they assess the debt loads weighing them down on graduation. Student debt loads from Newfoundland to B.C. range from $14,000 to $24,000 on graduation. Those who depend on the Canada Student Loans Program find themselves attacking the job market with one hand tied behind them. Women, of course, and the disabled find themselves doubly disadvantaged.

Canadian women make 60¢ for every $1.00 made by Canadian men. Given the correlation between job level and education the latter is an obvious means to equality. And in fact 70% of all part-time students are women. Yet continuing education, along with physical education, the arts and student services, are the first to be cut when budgets are trimmed as they have been consistently over the past several years as a result of cutbacks in federal funding. Instead of a passport to the future, the Government has offered a mortgage for the past. Education should not be considered as a debt but an investment. Education is not a privilege; it is a right. There must be a move away from a loans program towards a bursary program. We must find a way to remove the heavy debt load experienced by graduates and offer them instead opportunities and a chance to make a first start.

"What has been the approach of the present federal Government? If you ask about education they say it is a provincial responsibility. If you ask about youth unemployment they say let the private sector deal with it. If you ask about research, they say we can get by with less. If you ask about training they say industry should lead the way."

I repeat — education is not a privilege. It is a right. And yet we are fast becoming a society where higher education is the prerogative only of the wealthy and our institutions accessible only to the elite. Why is this? The Liberal Task Force on Post-secondary Education which travelled all across this country listening in public hearings to students, professors, presidents and other special interest groups, found a crisis in our education system. As a result of cutbacks in funding there is serious deterioration of buildings and programs, a decline in quality and a limiting of access. We are keeping some of our best brains out of our classrooms and losing others to the U.S.

My caucus and my party are fully aware of the seriousness of the situation and are prepared to do something about it. John Turner speaking in B.C. recently said:

"It is time we re-thought the concept of block funding to the provinces for post-secondary education because it has not been all that successful in some provinces. Money is being diverted to other purposes. It is time to move back to a funding system, negotiated with the provinces, which ensures that provinces receiving transfers of federal money for education use the money for education."

Apart from federal transfer payments, Canadian students have always relied on summer jobs to help support their education. But this year there has been a 15% reduction in funding for summer jobs at a time when the need is obviously increasing. In 1986 it was $210 million. This year it was cut to $180 million. We cannot rely wholly and solely on the private sector for the provision of summer jobs. There must be an ongoing commitment by Government to public sector summer jobs that will provide both money and experience for Canadian students, and the ability to continue community service for many Canadian voluntary organizations.

Money alone does not guarantee students a quality education. In Canada an important aspect for our universities and colleges has always been the presence of foreign students. But over the past several years their numbers have declined by 43%. There is a direct injection of between $300 and $600 million into the Canadian economy each year from the presence of these students from other lands. But their greatest contribution, apart from the inestimable value they add to Canadian education, is the good will they retain for Canada after returning to their own country where more often than not they hold positions of importance in politics and commerce. Overwhelmingly Canadian students have requested that foreign students be encouraged, not denied. It is a request that must be responded to primarily by the Government of Canada.

For the past two years I have been promoting the idea of a national council on post-secondary education. I realize that education is a provincial responsibility; but it is a national problem and requires a national solution. I congratulate the Government for setting up the forthcoming forum on post-secondary education. It is an important first step. But it is only a first step. There must be follow-up to establish an ongoing national forum where all those concerned, not just government, come together to map out national goals and to develop a national strategy. CAUT must be an integral part of the forum and a key player in an ongoing council that I hope will flow from it. We can no longer afford the luxury of getting by with ten different education policies. If we are to compete with countries like Japan and West Germany, Canadian education must get its act together. I urge you to bring your vitality, your enthusiasm, your vision to this important endeavour.

The Liberal Party believes that if we are to be a great nation heading into the 21st century we cannot hope to achieve that status without a strong education system. It makes no sense to talk about trade policy, economic policy, industrial policy, transportation policy if we have no national education policy emphasizing both high quality teaching and high quality research. Surely that is fundamental not just for the achievement of superiority but simply to maintain our place. We believe Canadian education is a cause worth fighting for.

Education is not merely a means to an end. It is an end in itself. It has its own intrinsic worth. So do young people. They deserve the best education this country can give them. It is their right. But more than that, as with no other previous generation Canada will depend on this one to keep it up to the mark in the information society. It seems to me for these reasons education is a sound investment. At the same time it is a debt owed. The Haida Indians put it this way: "We do not inherit this land from our ancestors; we borrow it from our children." And Disraeli, another figure from the nineteenth century, said: "Upon the education of the people of this country the fate of this country depends." If that is true for Canada today, and I believe that it is, we had better start doing something about it.

DEAN
SCHOOL OF BUSINESS
QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the School of Business. The appointment is for a renewable five-year term commencing July 1, 1988 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a diverse faculty and a total of almost 1000 students in Bachelor of Commerce, M.B.A. and Ph.D. programmes. The work of the School includes emphasis on continuing education through the Queen's Programmes for Management.

The Dean reports directly to the Principal and has responsibility for the supervision of research and teaching programmes as well as the budget and staffing of the School. The Dean works closely with the Advisory Council of the School which provides close contact with a wide range of corporations, government and labour.

The successful candidate will have an outstanding record of leadership in business education and will have demonstrated excellence in teaching, research and administration.

Applications are invited equally from female and male candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations together with the names of three referees should be submitted by October 16, 1987 to:

Dr. David C. Smith
Principal and Vice-Chancellor
Queen's University
Kingston, Canada K7L 3N6

ATMOSPHERIC SCIENCE

The Departments of Oceanography and Geography at the University of British Columbia have funding to establish a new programme in Atmospheric Science. There will be four new faculty positions: one senior and three junior tenure-track together with new teaching and technical support staff. The senior appointee will be the chairman of the programme providing academic leadership. The group together with existing climatological and oceanographic expertise will offer new degree and diploma programmes in meteorology and atmospheric science at the undergraduate and graduate levels and will conduct research into the causes and consequences of climatic variability at all scales.

Applications are invited from outstanding candidates in relevant fields of atmospheric science and physical oceanography. Applicants should be prepared to teach undergraduate and graduate level courses in physical, dynamical or synoptic meteorology, or oceanography and to contribute to related degree programmes in the environmental sciences. Research interests must complement and extend existing work in boundary layer and mesoscale climatology, hydrology, dynamic oceanography, air-sea interaction and remote sensing, and/or develop new research in climatic change and atmosphere-ocean coupling. The chairman and one junior appointment will be made in Geography and two junior appointments will be made in Oceanography.

Applications and requests for further information should be sent to the Chairman of the Search Committee, Dr. T.R. Oke, Department of Geography, University of British Columbia, Vancouver, B.C., V6T 1W5 (Tel: (604) 228-2900). Applicants should send a personal résumé, names of three referees and sample research publications. Ph.D. required, salary commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointments commence January 1, 1988 or July 1, 1988. Application deadlines: for chairman, October 15, 1987, for junior positions, November 15, 1987.

Universités: le point de vue des Libéraux

par Bill Rompkey

Bill Rompkey est le critique officiel de l'Opposition pour le Secrétariat d'Etat et pour les sciences et la technologie. Il était un membre du Groupe de travail sur l'enseignement postsecondaire du Parti libéral.

Quand je songe à la situation dans laquelle les universités canadiennes se trouvent aujourd'hui, je ne peux m'empêcher de penser à ce passage de Dickens, décrivant l'Angleterre d'avant la Révolution française:

"C'était le meilleur des temps, c'était le pire des temps. C'était l'âge de la sagesse et l'âge de la folie...C'était l'ère de la lumière et celle de l'obscurité, le printemps de l'espérance et l'hiver du désespoir."

Notre société aussi est pleine de contradictions. La machine à vapeur et le métier mécanique avaient apporté des changements radicaux à l'Angleterre du 19e siècle. Aujourd'hui, lasers, puces et satellites imposent des changements au Canada. Ces changements devraient nous donner plus de liberté, ils devraient engendrer plus de créativité, créer plus d'occasions de réalisation de soi, donner de meilleures chances de concurrencer ou de coopérer dans un monde de plus en plus petit et de plus en plus interdépendant. Nous devrions vivre des temps stimulants et enthousiasmants car nulle autre génération canadienne n'a été appelée à faire preuve d'autant d'habileté et d'intelligence. A mesure que nous faisons la transition entre notre économie de fabrication axée sur les matières premières et l'économie de l'information, les membres de cette génération seront appelés comme jamais auparavant à se maintenir au niveau de leurs homologues du Japon, de l'Allemagne de l'Ouest, des États-Unis et d'ailleurs.

C'est le meilleur des temps et le pire des temps, car l'optimisme cède la place au malaise et l'espérance, au désespoir. Que voyons-nous dans le Canada d'aujourd'hui? 48% des célibataires de moins de 25 ans vivent en-deça du seuil de la pauvreté. A Terre-Neuve, 48% des jeunes n'ont pas d'emploi. Ce chiffre est de 23% en Nouvelle-Écosse et de 23% aussi en Colombie-Britannique. L'année dernière, dans l'ensemble du Canada, seuls 170 000 étudiants ont réussi à trouver du travail pendant l'été. Le taux de suicide parmi nos jeunes a monté d'une façon alarmante.

Beaucoup de gens souffrent au Canada. La génération montante connaît de graves problèmes, des problèmes dont on ne pourra atténuer les répercussions sans que tous les paliers de gouvernement, Ottawa en tête, ne souscrivent sans réserve à une solution globale fondée sur la collaboration de tous.

Mais quelle est l'approche du présent gouvernement? Quand on parle à ses membres d'éducation, ils répondent que c'est une responsabilité provinciale. Quand on aborde le chômage des jeunes, ils disent qu'il faut laisser le secteur privé s'en occuper. Au sujet de la recherche, ils affirment qu'on peut s'en tirer pour moins cher et à propos de formation, ils disent que c'est à l'industrie de prendre les devants.

Examinons la manière dont le gouvernement s'occupe de la recherche et du développement dans ce nouveau monde sans merci où l'aptitude à soutenir la concurrence dépend dans une large mesure de la compétence scientifique. Le jour même où John Polanyi recevait le Prix Nobel, le gouvernement a imposé au CNR d'amputer son budget de 20 millions de dollars et de fermer le laboratoire où le lauréat canadien avait commencé ses travaux. Le plus triste, c'est le conseil que Polanyi a donné alors aux jeunes chercheurs canadiens: "Allez aux États-Unis", leur a-t-il dit.

Le *Globe and Mail* publiait récemment un article sur un rapport du Conseil de recherches en sciences naturelles et en génie du Canada, sous le titre: "Les chercheurs vont partir s'il n'y a pas d'argent". Près de 40% des chercheurs disent en effet qu'ils veulent quitter les universités canadiennes à cause du manque de financement. David Nowlan, vice-président à la recherche de l'Université de Toronto, affirme: "Nos niveaux de financement sont inférieurs à ceux des États-Unis, du Japon et de nombreux pays d'Europe. Nous perdons nos meilleurs chercheurs."

Le gouvernement doit fermement appuyer la recherche tant pure qu'appliquée. Il ne peut en laisser la responsabilité exclusive au secteur privé. Les Conseils nationaux chargés de répartir les fonds de recherche et, par conséquent, les universités doivent être certains de disposer, dans l'avenir prévisible, de budgets suffisants pour s'acquitter de la tâche essentielle qui leur incombe. John Turner a donné l'assurance que le Parti libéral rétablirait la stabilité des programmes de recherche de notre pays.

Les étudiants de toutes les disciplines doivent sûrement penser que nous vivons le pire des temps lorsqu'ils songent au fardeau que leur dette fait peser sur leurs épaules dès l'obtention de leur diplôme. De Terre-Neuve à la Colombie-Britannique, la dette des finissants va de 14 000 $ à 24 000 $. Ceux qui dépendent du Programme canadien de prêts aux étudiants se trouvent ainsi accablés au moment même où ils doivent essayer de s'intégrer au marché du travail. Bien sûr, les femmes et les handicapés sont doublement défavorisés à cet égard.

"Quelle est l'approche du présent gouvernement? Quand on parle à ses membres d'éducation, ils répondent que c'est une responsabilité provinciale. Quand on aborde le chômage des jeunes, ils disent qu'il faut laisser le secteur privé s'en occuper. Au sujet de la recherche, ils affirment qu'on peut s'en tirer pour moins cher et à propos de formation, ils disent que c'est à l'industrie de prendre les devants."

Au Canada, les femmes ne gagnent que 60 ¢ par dollar de revenu des hommes. Compte tenu du rapport étroit qui existe entre le niveau d'emploi et l'éducation, les études constituent un moyen évident d'atteindre l'égalité. En fait, 70 % des étudiants à temps partiel sont des femmes. Or l'éducation permanente ainsi que l'éducation physique, les arts et les services aux étudiants sont, depuis des années, les premiers à subir le contrecoup des réductions du financement fédéral. Au lieu d'un passeport pour l'avenir, le gouvernement offre une hypothèque sur le passé. L'éducation devrait être considérée non comme une dette, mais comme un investissement. Ce n'est pas un privilège, c'est un droit. Nous devons abandonner progressivement le régime des prêts aux étudiants pour adopter un régime de bourses d'études. Nous devons trouver un moyen de soulager les diplômés du fardeau de leur dette et leur offrir plutôt des perspectives d'avenir, une chance de partir du bon pied dans le monde du travail.

L'éducation, je le répète, n'est pas un privilège, c'est un droit. Et pourtant, nous avançons à grands pas vers une société où l'enseignement supérieur sera la prérogative des riches, où nos universités seront réservées à une élite. Pourquoi? Le groupe d'étude libéral chargé de l'enseignement postsecondaire, qui a parcouru le Canada pour écouter étudiants, enseignants, présidents et d'autres intéressés a conclu, au terme de ses audiences publiques, que notre système d'éducation est en crise: par suite de la réduction du financement, nous assistons à une détérioration des bâtiments et des programmes, à une baisse de la qualité de l'enseignement et à une limitation de l'accès aux établissements. Nous avons chassé de nos salles de classe quelques-uns de nos meilleurs cerveaux et en avons perdu d'autres au profit des États-Unis.

Le caucus et le Parti libéral sont pleinement conscients de la gravité de la situation et sont prêts à agir. John Turner a dit dans une allocution récemment prononcée en Colombie-Britannique:

"Il est temps de repenser la notion du financement en bloc des programmes postsecondaires, qui n'a pas eu beaucoup de succès dans certaines provinces parce que les fonds y servent à d'autres fins. Il est temps de revenir à un régime de financement, à négocier avec les provinces, qui assurerait qu'on réserve à l'éducation les paiements de transfert fédéraux qui y sont destinés."

A part les paiements de transfert, les étudiants canadiens ont toujours compté sur les emplois d'été pour financer leurs études. Cette année pourtant, le gouvernement a réduit de 15 % les fonds affectés à ces emplois à un moment où, de toute évidence, les étudiants en ont davantage besoin. En 1986, 210 millions de dollars étaient consacrés à cette fin. Cette année, il n'y en a plus que 180 millions. Nous ne pouvons pas compter exclusivement sur le secteur privé pour créer des emplois d'été. Le gouvernement doit en offrir tous les ans dans le secteur public afin de donner aux étudiants canadiens l'argent et l'expérience dont ils ont besoin et de permettre à de nombreux organismes bénévoles canadiens de continuer à servir leurs collectivités.

L'argent seul ne peut garantir aux étudiants une bonne éducation. Au Canada, la présence dans nos collèges et nos universités d'étudiants étrangers a toujours revêtu une grande importance. Pourtant, leur nombre, au cours des quelques dernières années, a diminué de 43 %. Chaque année, ces étudiants injectent directement 300 à 600 millions de dollars dans l'économie canadienne. Mais, à part leur inestimable valeur pour le système canadien d'éducation, leur contribution la plus importante est l'image du Canada qu'ils emportent chez eux à la fin de leurs études. Plus souvent qu'autrement, ces gens, une fois rentrés dans leur pays, remplissent d'importantes fonctions en politique ou dans le monde des affaires. Les étudiants canadiens, par une écrasante majorité, ont demandé qu'on encourage les étudiants étrangers à venir au Canada au lieu de les refuser. C'est là une demande à laquelle il incombe essentiellement au gouvernement du Canada de répondre.

Bill Rompkey

Depuis deux ans, je préconise la création d'un Conseil national de l'éducation postsecondaire. Je me rends bien compte du fait que l'éducation relève des provinces, mais elle constitue un problème national qui nécessite des solutions nationales. Je félicite le gouvernement d'avoir organisé une conférence sur l'éducation postsecondaire. C'est là un important premier pas, mais ce n'est qu'un premier pas. Il faudra aller plus loin et établir une tribune nationale permanente dans le cadre de laquelle tous les intéressés, et pas seulement les gouvernements, se retrouveraient pour définir des objectifs nationaux et élaborer une stratégie nationale. L'Association canadienne des professeurs d'université doit faire partie intégrante de ce mécanisme et constituer un important membre du Conseil permanent qui, je l'espère, en découlera.

Nous ne pouvons plus nous payer le luxe d'avoir dix politiques d'éducation différentes. Si nous devons livrer concurrence à des pays comme le Japon et l'Allemagne de l'Ouest, nous devons avoir un système d'éducation canadien. Je vous exhorte à mettre votre énergie, votre enthousiasme et votre vision de l'avenir au service de cette importante entreprise.

Le Parti libéral croit que le Canada ne peut espérer faire partie du concert des grandes nations en abordant le 21e siècle s'il n'a pas un bon système d'éducation. Il ne sert à rien d'avoir des politiques commerciale, économique, industrielle et des transports si nous n'avons pas une politique nationale d'éducation mettant l'accent tant sur un enseignement de qualité que sur une recherche de haut calibre. Cela est capital non pour atteindre un objectif de supériorité, mais simplement pour garder notre place dans le concert des nations. Nous croyons que l'éducation est une cause pour laquelle il vaut la peine de lutter.

L'éducation n'est pas simplement un moyen, c'est une fin en soi, qui a sa valeur intrinsèque. Nos jeunes également. Ils méritent de recevoir la meilleure éducation que notre pays puisse leur donner. C'est leur droit. Mais le Canada va dépendre de la génération montante plus que de toute autre pour maintenir sa place dans la société de l'information. Voilà pourquoi, à mon avis, l'éducation est un bon investissement.

C'est en même temps une dette qu'il faut rembourser. Les Indiens Haida disent: "Nous n'avons pas hérité cette terre de nos ancêtres, nous l'avons empruntée à nos enfants." Et Disraeli, autre personnalité éminente du 19e siècle, avait dit: "C'est de l'éducation de notre peuple que dépend le destin de notre pays." Si c'est également vrai pour le Canada d'aujourd'hui — et je crois que c'est le cas —, nous avons le devoir de commencer à agir tout de suite.

Canada's universites: the NDP viewpoint

by Ed Broadbent

Ed Broadbent is the leader of the New Democratic Party.

Canadians have witnessed the erosion of universities and colleges under the current government. It is disappointing to us all. Class sizes are increasing, programs are being cancelled, staff positions are being reduced, and outmoded equipment is not being replaced. These problems are a direct result of actions taken by the Mulroney Conservatives. The introduction of Bill C-69 last year will help to ensure that the situation will not improve.

The impact of the cutbacks is widespread. Faculty morale suffers as workloads increase and job satisfaction decreases. Administrators struggle with the near impossible task of distributing inadequate funds fairly. Staff are frustrated with increasing demands. Students are paying higher fees but it is getting harder to maintain the quality of education. Would-be students are left out altogether as quotas are imposed. Higher costs form an additional barrier to access for women, natives, the disabled, and other minority groups.

In the areas of research and development the present situation is no better. In his prospectus for the Conservative leadership, *Where I Stand*, Brian Mulroney was very explicit in stating that restraint programs should not apply to research and development. He noted also that the "NRC needs a funding increase of 20%". It would not even be enough, he asserted, to increase Canada's expenditures on R&D to 1.5% of GNP by 1985. "If the percentage of GNP allocated to research and development increased by 1 per cent, we could create in Canada one million new jobs and $20 billion in additional sales of manufactured products."

The results do not match the promises. The percentage of the Gross Domestic Product spent on R&D has declined from 1.37% to 1.35% between 1984-85 and 1985-86, and again the cutbacks have had a far reaching impact. Here are some examples:

☐ To save $1.1 million in operating costs at the Herzberg Institute of Astrophysics the entire Algonquin Radio Observatory valued at $40-$50 million in replacement cost was abandoned. The research team of 20 is now dispersed and almost 30 years of research suddenly terminated.

☐ Canada has a continuing shortage of home-trained Ph.D's. This will reach almost 50 per cent of required researchers by 1990 and more if economic growth expands. At this critical time to encourage our brightest students to continue their studies, the Natural Sciences and Engineering Research Council was forced to cut its Undergraduate Student Research Award Program by 25 percent because of the defacto freeze that has been placed on the five-year plan budget.

"The Conservative approach has been to withdraw support from post-secondary education and from research and development. These measures have done nothing to improve the employment prospects of Canadians and have resulted in a loss of capacity for growth. New Democrats believe that this situation must be reversed before the costs become too heavy to bear."

The government response to these and other research cuts has been unsatisfactory. They have passed the blame to line agencies, such as the National Research Council, and said it was unfortunate the decision was taken. What they do not say is that the Conservative cabinet is forcing across-the-board cuts in budgets that are causing entire programs to be lost.

They appointed a "Task Group" to review the cuts at the NRC. The group found cuts necessary to meet the government's priorities, which isn't surprising as the government's priorities were cuts.

In the New Democratic Party, policy is determined by the party membership. Issues are vigorously debated by delegates to biennial conventions. During our most recent convention, in March of 1987, New Democrats expressed concern for education and research by adopting several resolutions which focused on the deteriorating condition of our research and education facilities. These resolutions form the core of our post-secondary education and research and development policies, and provide a clear direction for action.

Post Secondary Education

New Democrats believe that the federal government has an important role to play in encouraging the development of post-secondary education in Canada. To meet this commitment we support the following measures:

☐ stable funding for post-secondary education through negotiated federal-provincial financing agreements;

☐ funding increases which cover the real costs of maintaining accessible, quality education for Canadians;

☐ re-examination of the benefits of returning to a 10-province standard for equalization payments and how the comparative quality of primary and secondary education between the provinces would be affected; and

☐ enhancing both educational and employment opportunities by providing longer term and increased funding for university research and development.

New Democrats are also concerned about the cuts to the Established Programs Financing. The net result of the cuts has been a decline in federal support from 50 percent to less than 40 percent of the funding. Our position is that funding should be restored to a 50/50 cost-sharing program. We are further committed to:

☐ a program of equalization which truly lives up to constitutional commitments of comparable levels of services across Canada at comparable levels of taxation; and

☐ formalize this commitment through negotiations with the provinces to achieve a mutually acceptable equalization formula.

The issue of accessibility is also important to New Democrats. We believe that all Canadians who meet the academic requirements should have the right to attend post-secondary institutions. We also believe that action is necessary to end discrimination against international students. Some of our specific goals are:

☐ to examine new ways to ensure access for more young Canadians to post-secondary education by reviewing options for student financing;

☐ to provide greater access to funding and student services for mature students;

☐ to encourage women to enter non-traditional areas of study;

☐ to develop affordable, accessible child care services for students; and

☐ to provide subsidies for poorer students from poorer nations.

New Democrats also support the development of flexible education programs to meet the changing needs of many young Canadians such as "work-study" programs which allow students to combine studies with learning experiences in the work-place and more "co-op" programs for students including those in arts, culture and social studies.

Finally, New Democrats support a National Post-Secondary Education Council, as recommended by the Canadian Association of University Teachers, to provide informed advice to the government on matters affecting post-secondary education objectives and funding with representation from various regions and sectors of the post-secondary community, including students.

Research and Development

The New Democratic Party is very concerned about the current state of R&D in Canada and believes that the federal government must take responsibility for restoring funding and encouraging expansion in this area. We are committed to a goal of 2.5% of the GDP being spent on research and development. Our objectives in the short-term are to continue pressing issues in the House of Commons as follows:

☑ to restore the National Research Council budget cuts and those of other federal departments and implement the NRC's five-year research plan;

☐ to implement the five-year research plans for the three federal granting councils without any necessity for private sector matching grants;

☐ to set a realistic target for research and development in Canada in conjunction with provincial governments, universities, public and private research institutions and academic and scientific advisory groups with a clear goal of enhancing our research effort in traditional industries and developing new technologies while fully recognizing that scientific research provides the cornerstones for future technological developments; and

☐ to ensure that Canadian research effort is in every way competitive with those of the leading industrialized nations with which we must compete in the international market place.

New Democrats have also recommended to the government that the Income Tax Act be amended to allow employment income deductions for expenses incurred by academics "in the conduct of their research or teaching duties which are required by their employment contract, or necessary for promotion, salary increments and tenure".

The New Democratic Party is committed to a program which we believe would be of most benefit to all Canadians. The future of our country depends on the actions we will be taking over the next few years. The Conservative approach has been to withdraw support from post-secondary education and from research and development. These measures have done nothing to improve the employment prospects of Canadians and have resulted in a loss of capacity for growth. New Democrats believe that this situation must be reversed before the costs become too heavy to bear.

ADMISSIONS
SENIOR ADMINISTRATIVE POSITION

Mount Allison University seeks applications and/or nominations for a new senior administrative position to co-ordinate all aspects of the recruiting of students and the admission function.

The successful applicant will be a university graduate, most likely the holder of an advanced degree or degrees, and will already have had extensive administrative experience within a post-secondary setting. Reporting to the Vice-President (Academic), the new appointee will be expected to develop contacts in a variety of Canadian centres, to organize a programme of training and supervision for Alumni involved in recruiting students and to supervise and co-ordinate all current recruiting and admissions work by the University. Salary will be commensurate with qualifications and experience.

Both women and men are invited to apply for this important position which has considerable potential for growth into a broad area of student service administration at a senior level.

Applications/nominations should be sent prior to October 15, 1987, to:

Dr. Sheila Brown
Vice-President (Academic)
Mount Allison University
Sackville, New Brunswick
E0A 3C0

Dean
Faculty of Management Studies

The Faculty consists of the Schools of Business Administration, Library and Information Services and Public Administration. It currently has approximately 1,600 students and 90 full-time equivalent faculty members and is supported by state-of-the-art computing facilities.

As the academic and administrative leader of an increasingly integrating and information system based faculty, the dean will be responsible for fostering an interdisciplinary approach to current teaching and research programs. The dean will create a supportive environment for the needs of professional schools preparing students for careers in both the private and public sectors.

The Faculty is undertaking exciting initiatives in information technology such as the $3M Courseware Development Project, international business studies and exchanges with foreign universities. The dean will provide stimulus for the continued development of such initiatives and will promote public awareness of, and support for, the resulting programs and activities.

Dalhousie University has an affirmative action policy with respect to the hiring of women.

The appointment is normally for a five-year term and would commence on July 1, 1988. Applications and nominations should include biographic information and the names of three referees. These should be submitted to Dr. M.A.H. Dempster, Chair, Deanship Selection Committee, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 1Z5.

Dalhousie University

Les universités: le point de vue du NPD

par Ed Broadbent

Ed Broadbent est le chef du Nouveau parti démocratique

Les universités canadiennes ont connu un affaiblissement depuis que le gouvernement actuel est au pouvoir, et nous en sommes tous déçus. Le nombre d'étudiants par classe augmente, on annule des programmes d'études, et on ne remplace pas les équipements désuets. Ces problèmes découlent tous directement des mesures prises par le gouvernement Mulroney. Le projet de loi C-69 présenté à la Chambre des communes l'an passé fera en sorte que la situation ne pourra pas s'améliorer.

Les coupures budgétaires auront des répercussions répandues. Le moral des enseignants baisse à mesure que la charge de travail augmente, et la satisfaction professionnelle en souffre. Les administrateurs sont aux prises avec la tâche presque impossible de répartir équitablement des sommes d'argent inadéquates. Le personnel est frustré face à la multiplication des demandes. Les étudiants ont à payer des frais de scolarité de plus en plus élevés, tandis qu'on a de plus en plus de mal à maintenir la qualité de l'éducation. Nombre d'étudiants éventuels sont privés d'une éducation en raison de la nécessité d'imposer des quotas. Les coûts accrus constituent un obstacle additionnel dont les femmes, les autochtones et les handicapés ont à surmonter.

La situation n'est pas meilleur dans les domaines de la recherche et du développement. Dans le prospectus, *Where I Stand*, qu'il a publié avant d'être élu chef du Parti Conservateur, Brian Mulroney déclarait explicitement que les programmes de contraintes ne devraient pas s'appliquer à la recherche et au développement. Il soulevait aussi qu'il était nécessaire d'augmenter le financement du CNRC de 20 pourcent.

Il ne suffirait même pas, affirmait-il, d'augmenter les dépenses canadiennes en recherche et développement pour atteindre 1,5 pourcent du PNB en 1985. Il estimait que si l'on augmentait d'un pourcent la proportion du PNB consacrée à la recherche et au développement, on créerait un million de nouveaux emplois et $20 milliards de nouvelles ventes de produits fabriqués.

Les résultats ne correspondent pas aux promesses. Le pourcentage du PNB consacré à la recherche et au développement a baissé de 1,37 à 1,35 pourcent au cours des années financières 1984-85 et 1985-86. Ici encore, les coupures ont eu des répercussions répandues. En voici des exemples:

☐ Afin d'économiser $1,1 million en coûts de fonctionnement, l'Institut Herzberg d'astrophysique a dû abandonner l'Observatoire radio-astronomique au parc Algonquin dont le coût de remplacement se situe entre 40 et 50 millions de dollars. L'équipe d'une vingtaine de chercheurs est maintenant dispersée et presque trente années de recherches ont cessé subitement.

☐ Nous souffrons au Canada d'une pénurie de doctorats formés dans nos propres universités. On prévoit qu'en 1990 environ 50 pourcent des chercheurs requis proviendront d'ailleurs, et cette proportion pourrait s'avérer encore plus forte si le taux de croissance économique augmente. À cette époque critique, où il est essentiel d'encourager les plus brillants de nos étudiants à poursuivre leurs études, le Conseil de recherches en sciences naturelles et en génie du Canada se voit obligé de réduire de 25 pourcent son programme de bourses de recherche destinées aux étudiants de premier cycle en raison du gel de son plan quinquennal.

> **"L'approche conservatrice s'agit de se retirer du financement de l'éducation postsecondaire et de la recherche et du développement. Ces mesures n'ont rien fait pour améliorer les perspectives d'emploi et elles ont entraîné une diminution de la capacité de croissance. Les Néo-démocrates croient qu'il est essentiel que cette situation soit renversée avant que ses conséquences deviennent insupportables."**

La réponse du gouvernement face à ces coupures et aux autres coupures de budgets de recherches est insatisfaisante. Il soutient que les organismes tels le Conseil national de recherches sont à blâmer et qu'il est malheureux que l'on a eu à prendre ces décisions. Ce qu'il n'explique pas est que le cabinet conservateur impose des coupures générales qui entraînent l'élimination de programmes entiers. Le cabinet a chargé un groupe de travail d'examiner les coupures effectuées au CNRC. Le groupe de travail a conclu que les coupures étaient nécessaires à la réalisation des priorités du gouvernement, ce qui n'est pas très étonnant étant donné que ces priorités sont les coupures budgétaires.

Pour ce qui est du Nouveau parti démocratique, ses politiques sont établies par ses membres. Elles sont débattues vigoureusement par les délégués aux congrès bisannuels. Lors de notre dernier congrès, tenu en mars 1987, les Néo-démocrates ont fait connaître leurs inquiétudes au chapitre de l'éducation et de la recherche en adoptant plusieurs résolutions portant sur l'altération de nos installations d'enseignement et de recherche. Ces résolutions constituent le fond de nos politiques en matière d'éducation postsecondaire et de recherche et développement, et elles offrent une direction claire à suivre.

L'éducation postsecondaire

Les Néo-démocrates estiment que le gouvernement fédéral a un rôle important à jouer en ce qui concerne l'encouragement du développement de l'éducation postsecondaire au Canada. Dans le but de respecter cet engagement, nous proposons les mesures suivantes:

☐ un financement stable de l'éducation postsecondaire grâce à la négociation d'ententes de financement fédérales-provinciales;

☐ un financement suffisamment accru pour défrayer les coûts réels du maintien d'un système d'éducation de qualité accessible à tous les Canadiens et Canadiennes;

☐ le réexamen des avantages qui découleraient du retour à une norme s'appliquant aux dix provinces pour l'établissement des paiements de péréquation et, de la manière dont la qualité de l'enseignement primaire et secondaire en serait affecté d'une province à l'autre; et

☐ l'augmentation des possibilités d'éducation et d'emploi en octroyant un financement accru et à plus long terme à la recherche et au développement effectués en milieu universitaire.

Les Néo-démocrates s'inquiètent également des coupures du programme de Financement des programmes établis. Prises ensembles, ces réductions amèneront la part fédéral du FPE de 50 pourcent à moins de 40 pourcent. Pour notre part, nous soulevons que le gouvernement fédéral devrait participer à part égale. Nous sommes également engagés à:

☐ un programme de péréquation qui se conforme entièrement aux engagements constitutionnels voulant que soient disponibles partout au Canada des niveaux comparables de services là où les niveaux d'imposition sont comparables; et, à

☐ formaliser cette engagement par voie de négociations avec les provinces visant à réaliser une formule de péréquation mutuellement acceptable.

L'accès à l'éducation est également d'une grande importance pour les Néo-démocrates. Nous croyons que tout Canadien ou toute Canadienne qui satisfait aux conditions d'admission devrait avoir le droit de s'inscrire à une institution postsecondaire. Nous croyons aussi que l'on doit prendre des mesures pour éliminer les pratiques discriminatoires contre les étudiants étrangers. Nos buts principaux sont, entre autres, les suivants:

☐ rechercher de nouveaux moyens d'assurer l'accès à l'éducation postsecondaire à un plus grand nombre de jeunes canadiens en étudiant les diverses options de financement destiné aux étudiants;

☐ assurer aux étudiants adultes un meilleur accès au financement et aux services destinés aux étudiants;

☐ encourager les femmes à s'inscrire aux programmes d'études non traditionnels;

☐ instaurer des services de garde d'enfants abordables et accessibles pour les étudiants; et

☐ offrir des subventions aux étudiants moins privilégiés parvenant des pays moins développés.

Les Néo-démocrates favorisent également le développement de programmes éducatifs plus souples pour satisfaire aux besoins changeants de tant de jeunes Canadiens. On y compte les programmes d'alternance travail/études qui permettraient aux étudiants de combiner leurs études à des expériences d'apprentissage pratique et les programmes coopératifs pour les étudiants, notamment dans les arts, la culture et les études sociales.

Finalement, les Néo-démocrates appuient la création d'un Conseil national de l'éducation postsecondaire, tel que proposé par l'Association canadienne des professeurs d'université. Ce conseil serait chargé de fournir au gouvernement des conseils éclairés à l'égard des questions concernant les objectifs et le financement de l'éducation postsecondaire et il compterait parmi ses membres des représentants des divers secteurs de la communauté postsecondaire, y compris des étudiants.

La recherche et le développement

Le Nouveau parti démocratique s'inquiète beaucoup de l'état actuel de la recherche et du développement au Canada et il estime que le gouvernement fédéral doit s'engager à rétablir les budgets retranchés et à encourager l'expansion de ce secteur. Nous avons pris un engagement voulant que les dépenses en recherche et développement atteignent un niveau de 2,5 pourcent du PNB. Notre objectif à plus court terme est de continuer à faire pression dans la Chambre des communes aux fins suivantes:

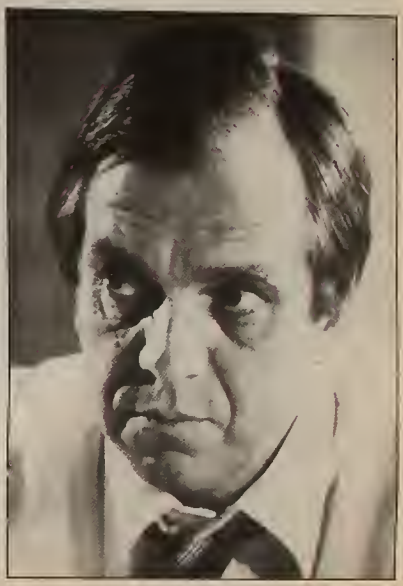
☐ rétablir les sommes coupées des budgets du Conseil national de recherches et d'autres ministères fédéraux et mettre en oeuvre le plan quinquennal de recherches du CNRC:

☐ mettre en oeuvre les plans quinquennaux de recherches des trois conseils fédéraux de subvention de la recherche sans exiger de subventions en contrepartie de la part du secteur privé;

☐ établir des objectifs réalistes au chapitre de la recherche et du développement effectués au Canada, de concert avec les gouvernements provinciaux, les universités, les établissements de recherches publics et privés et les groupes consultatifs académiques et scientifiques, dans le but précis de favoriser les efforts de recherche dans les industries traditionnelles et de développer de nouvelles technologies tout en reconnaissant que la recherche scientifique constitue la pierre angulaire de tout développement technologique futur; et

☐ veiller à ce que les efforts de recherche déployés au Canada soient dans tous leurs aspects concurrentiels avec ceux des plus importants pays industrialisés que nous sommes obligés de concurrencer sur les marchés internationaux.

Les Néo-démocrates ont également proposé que la Loi de l'impôt sur le revenu soit modifiée afin de permettre aux enseignants de déduire de leurs revenus d'emploi les dépenses engagés pour fin de s'acquitter des fonctions de recherche ou d'enseignement exigées en vertu de leur contrat d'emploi ou qui sont nécessaire pour satisfaire aux conditions d'avancement, d'augmentation salariales ou de nomination permanente.



Ed Broadbent

Le Nouveau parti démocratique s'est engagé à un programme qu'il croît bénificierait à tous les Canadiens et Canadiennes. L'avenir de notre pays sera déterminé par les actions que nous prendrons au cours des quelques prochaines années.

L'approche conservatrice s'agit de se retirer du financement de l'éducation postsecondaire et de la recherche et du développement. Ces mesures n'ont rien fait pour améliorer les perspectives d'emploi et elles ont entraîne une diminution de la capacité de croissance. Les Néo-démocrates croient qu'il est essentiel que cette situation soit renversée avant que ses conséquences deviennent insupportables.

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L'appui à la recherche: des promesses qui ne se sont pas concrétisées

ARTICLE DE L'ACPU

Depuis leur arrivée au pouvoir en 1984, le plus gros échec des conservateurs dans leurs relations avec la collectivité universitaire est leur politique en matière de recherche. L'an passé, certains signes ont permis de croire que les conservateurs reconnaissaient cet échec et étaient peut-être prêts à changer cet état de choses. Or jusqu'à présent, nous avons constaté un déferlement de belles paroles, de politiques, de structures et de comités, mais aucune augmentation réelle des fonds destinés à la recherche dans les universités.

Il est vrai que les conservateurs ont hérité d'une situation plutôt sombre qui trouve ses origines dans les dernières années de la période Trudeau. Mais non seulement n'ont-ils rien fait pour y remédier, ils semblent également avoir de nombreuses attitudes semblables à celles de leurs prédécesseurs. L'une de leurs caractéristiques est de recourir à l'arithmétique magique et aux relations publiques au lieu de présenter quelque chose de substantiel.

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"Depuis leur arrivée au pouvoir en 1984, le plus gros échec des conservateurs dans leurs relations avec la collectivité universitaire est leur politique en matière de recherche."

Ceci contraste avec les promesses faites par le premier ministre avant et pendant la campagne électorale. Dans ses discours sur l'avenir du Canada, les propositions de M. Mulroney concernant la recherche occupaient une place tellement importante que la plupart des gens supposaient qu'il ne s'agissait pas simplement d'une promesse parmi cinq cents autres, mais plutôt d'une caractéristique essentielle du nouveau gouvernement. Ainsi, dans un discours prononcé à l'Université de Toronto en mars 1984, le chef du parti conservateur a promis d'accorder une priorité absolue à la recherche et au développement. La somme qui y serait consacrée représenterait 2,5p.cent du PNB. La recherche ne pouvait acquérir cette place spéciale sans une forte hausse des dépenses des universités qui devraient produire les chercheurs et faire leur part de recherche.

Le 12 avril de la même année, au cours d'une entrevue télévisée accordée au "Journal", M. Mulroney a parlé avec enthousiasme de la recherche et du développement. Dans son livre, *Where I stand*, il place la recherche en haut de sa liste de priorités. Au cours de la campagne électorale, les conservateurs ont promis à l'Association canadienne des professeurs d'université (ACPU) de maintenir leur objectif de dépenses à 2,5 p. cent du PNB et d'augmenter de manière tangible les fonds prévus aux budgets des conseils qui subventionnent la recherche.

Une fois les élections passées, la recherche et le développement sont tombés à l'eau comme une pierre au fond d'un étang. En fait, l'ACPU a passé pas mal de temps et déployé beaucoup d'énergie à lutter contre l'ancien leader de la Chambre, M. Nielsen, et le ministre des Finances, M. Wilson, qui semblaient s'acharner à supprimer les engagements pris pendant la campagne électorale. Toutefois les coupures budgétaires les plus spectaculaires dans le domaine scientifique ont touché la fonction publique et non les universités, la cible principale étant le Conseil national de recherches du Canada. Le scepticisme à l'égard du CNRC et de la science du domaine public demeure une caractéristique du gouvernement Mulroney qui a mené à une tempête de protestations à la fin de l'hiver dernier, lorsqu'une autre série de coupures budgétaires a frappé le CNRC.

Cependant, les universités n'y ont pas échappé. En novembre 1984, M. Wilson a mis fin au projet de Centre de toxicologie de l'Université de Toronto et de l'Université de Guelph. Les coupures effectuées dans les programmes du gouvernement fédéral portant sur l'environnement et la faune ont touché les professeurs et les étudiants qui travaillaient avec les ministères concernés. Il en a été de même des coupures effectuées dans certains contrats attribués par des ministères à des chercheurs universitaires. En décembre de la même année, Tom Siddon, qui était alors ministre d'Etat des Sciences et de la technologie, a annoncé que le gouvernement ne considérait plus que son objectif de dépenses dans le domaine de la recherche et du développement devait représenter 2,5 p. cent du PNB, mais qu'il essayerait néanmoins de faire tout son possible.

"Le scepticisme à l'égard du CNRC et de la science du domaine publie demeure une caractéristique du gouvernement Mulroney."

Du point de vue des universités, le plus sérieux échec des conservateurs dans leur politique de recherche universitaire a été le rejet des plans quinquennaux du Conseil de recherches en sciences naturelles et en génie et du Conseil de recherches en sciences humaines (voir le graphique indiquant les effets du plan quinquennal proposé par le CRSNG et du plan approuvé). Les deux plans quinquennaux se fondaient sur l'hypothèse que le gouvernement souhaitait sérieusement accroître le financement de la recherche dans les universités. Or, ce n'était pas le cas. Ce que le gouvernement voulait faire, c'était réduire progressivement les fonds gouvernementaux destinés à la recherche universitaire et privatiser la responsabilité de la recherche fondamentale qui se fait dans les universités. Il voulait également placer ses fonds amoindris là où il pensait pouvoir contrôler le rythme ainsi que le genre de la recherche. C'est ce qu'on a pu constater récemment, par exemple, dans l'accroissement du financement de la recherche universitaire portant sur les plans du ministère de la Défense.

"Du point de vue des universités, le plus sérieux échec des conservateurs dans leur politique de recherche universitaire a été le rejet des plans quinquennaux du CRSNG et du CRSH."

En ce qui concerne les conseils de recherches, l'attitude du gouvernement est devenue de plus en plus évidente dans son initiative la plus importante jusqu'à présent : le système de subventions de contrepartie. Ce système a été annoncé par M. Wilson lors de la présentation du budget en février 1986. Le gouvernement voulait créer une structure qui inciterait le secteur privé à financer la recherche universitaire en ajoutant des fonds gouvernementaux aux subventions privées jusqu'à un certain niveau. L'évolution de la situation n'était certainement pas surprenante étant donné le point de vue économique du gouvernement et l'indifférence du secteur privé en matière de financement de la recherche et du développement. Après de nombreuses démarches de l'ACPU et d'autres organismes, le système de subventions de contrepartie est devenu, en général, réalisable.

Toutefois, en instaurant ce système, le gouvernement a également décidé de geler les fonds de base des conseils jusqu'en 1991, en les maintenant au même niveau que l'année précédente. Par conséquent,lorsque l'on combine les résultats financiers des deux programmes, il est possible (et ce n'est pas très réaliste) qu'il y ait une très faible augmentation de la totalité des fonds consacrés à la recherche universitaire, augmentation qui ne se réalise en fait que si les trois conseils de recherches atteignent leurs objectifs annuels. Mais il semble peu probable que ces objectifs soient atteints chaque année, notamment en ce qui concerne le CRSH, étant donné que son plan prévoit, pour les dernières années, une amplification extrême des objectifs.

Autrement dit, le gouvernement invite le secteur privé non pas à financer la recherche scientifique, mais à aider les conservateurs à comprimer leur budget. Ils ont essayé de cacher ce fait en présentant une kyrielle de chiffres exagérés, mais ils n'ont réussi qu'à rebuter un grand nombre de chercheurs, ce qui n'est pas surprenant. Cette situation attristante contraste avec ce qui s'est produit lorsque les libéraux ont introduit le système de recherche orientée pour les conseils de subventions; en effet, ils ont eu assez de bon sens pour faire de la plupart des fonds un nouvel apport d'argent.

"Le gouvernement invite le secteur privé non pas à financer la recherche scientifique, mais à aider les conservateurs à comprimer leur budget."

Plus récemment, Frank Oberle, ministre d'État des Sciences et de la technologie, a déclaré que le gouvernement a, en fait, accepté l'idée que les fonds des conseils de subventions devraient être stabilisés pendant cinq ans et que les chercheurs des universités devaient considérer les chiffres annoncés par le gouvernement non pas comme un gel du financement, mais plutôt comme une base à laquelle le gouvernement peut de temps

Voir POLITIQUE/12

caut acpu **Questionnaire 1984**

Le financement de la recherche par les organismes subventionnaires fédéraux revêt une importance capitale pour les universités canadiennes. Le gouvernement fédéral subventionne la recherche depuis longtemps. Toutefois, certains problèmes se posent. L'ACPU a demandé qu'on fasse une planification à plus long terme. Elle a demandé instamment que les nouveaux laboratoires fédéraux soient rattachés aux universités. Elle s'est opposée à l'attaque de cette année contre les subventions du Conseil de recherches en sciences humaines. Elle a demandé d'abord et avant tout qu'on augmente les budgets afin que l'engagement du Canada à l'égard de la recherche équivale à celui d'autres pays industrialisés.
Votre parti est-il disposé à s'engager à établir et à financer des programmes à long terme pour les conseils subventionnaires fédéraux?

LIB
Oui.
PC
Le gouvernement fédéral devrait négocier des ententes de financement à long terme (cinq ans) avec les conseils qui accordent des subventions de recherche. Nous croyons en un rapport d'indépendance entre le gouvernement et les conseils et nous sommes d'avis que l'indépendance et une réponse adéquate à la clientèle exigent une planification à plus long terme que celle que permettent actuellement les affectations de crédits annuelles variables.
NPD
Oui.

Conservative election promises to fund university research blowing in the wind

CAUT REPORT

by Donald C. Savage
CAUT Executive Secretary

The most signal failure of the Conservatives in their relations with the university community since coming to power in 1984 has been in the area of research policy. There have been some signs in the past year that the Tories recognize this fact and may be prepared to do something about it. Yet so far we have had a torrent of words, policies, structures, and committees but little actual increase in support for university-based research.

It is also true that the Conservatives inherited a fairly dismal situation created in the latter years of the Trudeau era. But not only have they not so far done much to rectify it, they seem to share many of the same attitudes. One of those characteristics is a penchant for magic arithmetic and public relations rather than substance (see box — page 13).

"The most signal failure of the Conservatives since coming to power in 1984 has been in the area of research policy."

This lack of support contrasts with the promises made by the Prime Minister prior to and during the election campaign. Mr. Mulroney made these proposals so central to his arguments about the future of Canada that most people assumed that they were not simply one of a list of 500 promises but rather would be an essential feature of the new government.

For instance the Conservative leader spoke at the University of Toronto in March 1984 and promised to give research and development top priority. This would involve, he said, an expenditure level of 2.5% of GNP. This could not be realized without a substantial increase in university spending both to produce the researchers and the university share of the research.

On April 12 of that year, Mr. Mulroney was interviewed on The Journal and spoke in glowing terms of the importance of research and development. In his book, *Where I Stand*, he gave research a high priority. During the election campaign, the Conservatives specifically promised CAUT that they would hold to a goal of expenditures of 2.5% of GNP and that they would increase the budgets of the granting councils in real terms.

As soon as the election was over, research and development dropped to the bottom of the pond like a stone. In fact, CAUT spent a great deal of time and energy fighting off former House Leader Eric Nielsen and Finance Minister Michael Wilson who seemed hell-bent to reverse the election commitments. The most dramatic of the scientific cuts came in the public service, not the universities. The main focus was the National Research Council. This scepticism about the NRC and about public science has remained a feature of the Mulroney regime. It culminated in the uproar over another set of cuts in NRC late last winter.

"This scepticism about the NRC and about public science has remained a feature of the Mulroney regime."

Nevertheless, the universities did not escape. In November 1984, Mr. Wilson canned the proposed University of Toronto/University of Guelph Toxicology Centre. Cuts in federal government programs in the environment and in wildlife programs affected those professors and students who worked with the departments concerned. So too did cuts in contracts given by certain departments to university researchers. Then in December, Tom Siddon, who was at that time the Minister of State for Science and Technology, indicated that the government no longer considered 2.5% of GNP spent on R & D to be a target. He stated that the government would try to do the best it could.

From the point of view of the universities, the most serious failure of the Tories in regard to university research policy has been the rejection of the Five Year Plans for the Natural Sciences and Engineering Research Council and for the Social Sciences and Humanities Research Council (see graph for the effects of the proposed NSERC Five Year Plan and the actual). Both plans were based on the assumption that the government seriously wanted to increase funding for university research. This was not to be the case. The government's intention was to gradually reduce the federal government's funds for university research and to privatize the responsibility for basic research done in the universities. It also wanted to target its reduced financial commitment thinking that it could control the pace as well as the type of research. This can be seen, for instance, in the recent increase in university research funding in the plans of the Department of National Defence.

Canadian Pacific Ltd Photo

"The most serious failure of the Tories in regard to university research policy has been the rejection of the Five Year Plans for the NSERC and the SSHRC."

In terms of the research councils, the government's approach gradually became evident in its major initiative to date - the matching grants scheme. This was announced by Mr. Wilson in the budget of February 1986. The government said it wanted to create a structure to induce private funding of university research through the matching of private grants with federal funds to a certain fixed level. This was certainly not a surprising development, given the economic viewpoint of the government and the indifferent response of the private sector to the funding of research and development. After much lobbying by CAUT and others, the matching grant arrangements became, in general, workable.

However, the government combined this with a decision to freeze the base funds of the councils, on the base of the previous year through to 1991. The consequence is that when the financial results of the two programs are combined, there is the possibility (not, however, a realistic one) of a very slight increase in the total funds for university research, and then only if all three councils meet their targets each year. Such an expectation seems doubtful, particularly in regard to SSHRCC, since the targets escalate dramatically in the last few years of the plan.

In other words, the government is inviting the private sector not to put up money for scientific research but to help the Tories reduce the budget. They have tried to cloud this fact with lots of hyped arithmetic (see box) but the result, not surprisingly, has been to turn off a large number of researchers. In contrast to this melancholy result, when the Liberals introduced targetted research for the granting councils, they had the good sense to make most of it new money.

More recently, Frank Oberle, the Minister of State for Science and Technology, has argued that the government has, in fact, accepted the view that the funds of the granting councils should be stabilized over five years. Mr. Oberle says that the university research community should regard the funding figures announced, not as a freeze, but as a floor to which the government may add from time to time.

This is merely a revival of an old Liberal policy which Health Minister Jake Epp and Tom Siddon, among others, had pledged to end, namely the arrangement whereby the councils had a base budget and every year the research community had to mobilize to secure supplementary estimates. This practice not only wasted the time of researchers who might otherwise be doing research, but made it very difficult for the councils to budget properly, and for researchers to know whether or not they would actually be funded. Furthermore, the original purpose - which was to make the minister appear to be the saviour of the council for which he or she was responsible - had long since been vitiated by the anger of the research community at being used as a political football.

"The government is inviting the private sector not to put up money for scientific research but to help the Tories reduce the budget."

Throughout the last academic year, Conservative ministers kept saying that there really was money and that supplementary estimates would be forthcoming. It is hard to understand what the Tories think they are gaining by using this tired and discredited old Trudeaulte ploy.

Stable funding over five years was, of course, recommended to the government by Dr. A.W. Johnson in his report entitled, *Giving Greater Point and Purpose to the Federal Financing of Post-Secondary Education in Canada* (February 1985). However, Dr. Johnson recommended that the funds of the granting councils be increased by a rate equal to 1.5 times the rate of growth of the GNP. In addition, he urged that the federal government pay the indirect costs of research which he estimated to be 50% of the basic grants, excluding professorial salaries. A similar recommendation was made by Dr. Douglas Wright in his report to the previous government in 1984.

The matter of indirect costs is another important failure of

See UNIVERSITY/13

caut acpu **Questionnaire 1984**

Research funding through the federal granting agencies is crucial for Canadian universities. This support is a long-standing one on the part of the federal government. However, problems have developed. CAUT has called for more long-term planning. It has urged that new federal laboratories be associated with universities. It has opposed this year's attack on the funding of the Social Sciences and Humanities Research Council. Above all it has called for increased funds so that Canada's commitment to research could equal those of other industrialized nations.

Will your party be willing to commit itself to developing and funding long-term plans for the federal granting councils?

LIB
Yes.

PC
The federal government should negotiate with the research and granting councils long-term (five year) funding arrangements. We are committed to the arm's length relationship between government and the councils and believe that independence and adequate response to clientele require longer range planning than is possible with fluctuating annual appropriations.

NDP
Yes.

La politique en matière de recherche universitaire

Suite de la page 10

en temps ajouter des fonds.

Il s'agit simplement de la réapparition d'une ancienne politique libérale à laquelle le ministre de la Santé, Jake Epp, et Tom Siddon, entre autres, s'étaient juré de mettre fin. En effet, le système libéral prévoyait que les conseils disposent d'un budget de base et que chaque année, les chercheurs se mettent en quête de fonds supplémentaires. Non seulement cette méthode faisait-elle perdre du temps aux chercheurs qui auraient pu autrement se consacrer à la recherche, mais elle ne permettait pas aux conseils d'établir des budgets convenables et aux chercheurs de savoir s'ils seraient subventionnés ou non. De plus, l'intention première de ce système, qui était de faire paraître le/la ministre comme le sauveur du conseil dont il/elle était responsable, était depuis longtemps compromise par la colère des chercheurs qui se sentaient utilisés comme un ballon de football politique.

Tout au long de l'année universitaire passée, les ministres conservateurs n'ont cessé de répéter qu'ils donneraient des subventions et que des fonds supplémentaires seraient disponibles. Il est difficile de comprendre ce que les conservateurs pensent gagner en se servant du même vieux stratagème honteux de la période Trudeau.

Un financement stable pendant une période de cinq ans, c'est bien entendu ce que recommande au gouvernement A.W. Johnson dans son rapport intitulé *Pour une meilleure orientation du financement de l'enseignement postsecondaire et de la recherche par le gouvernement du Canada* (février 1985). Toutefois, Johnson recommande que le taux d'augmentation des fonds des conseils de subventions égale 1,5 fois le taux de croissance du PNB. De plus, il conseille vivement au gouvernement fédéral de payer les coûts indirects de la recherche qu'il estime représenter 50 p. cent des subventions de base, sans compter la rémunération des professeurs. Une recommandation semblable est formulée par Douglas Wright dans son rapport présenté au gouvernement précédent en 1984.

"Il devient de plus en plus difficile pour certaines universités d'accepter certains types de contrats de recherche pour le gouvernement fédéral ou même des subventions parce que les coûts indirects grèvent énormément leurs ressources de fonctionnement limitées."

La question des coûts indirects. . . voilà un autre échec important du gouvernement. Il devient de plus en plus difficile pour certaines universités d'accepter certains types de contrats de recherche pour le gouvernement fédéral ou même des subventions parce que les coûts indirects grèvent énormément leurs ressources de fonctionnement limitées. Et malgré tout, le gouvernement ne fait rien pour résoudre ce sérieux problème. L'ACPU appuie le concept de paiement des coûts indirects de la recherche à condition qu'il s'agisse d'un nouvel apport d'argent.

Un autre aspect du système de subventions de contrepartie ennuie fortement les chercheurs en sciences humaines : il s'agit de la décision du gouvernement d'accorder moins d'avantages fiscaux aux organismes du secteur privé qui investissent dans le domaine des sciences humaines qu'à ceux qui investissent dans le domaine des sciences naturelles et du génie. Au début de cette année, le Comité de la Chambre des communes chargé des finances et des affaires économiques a recommandé que l'article insultant (2900) de la Loi de l'impôt sur le revenu soit modifié pour inclure la recherche en sciences humaines. M. Wilson a récemment signifié à l'ACPU, par écrit, le rejet de cette recommandation.

"Le gouvernement n'a pas répondu à une recommandation de l'ACPU visant à permettre aux professeurs de déduire les coûts de la recherche et des activités scolaires de leur revenu. Les professeurs sont donc désavantagés."

Le manque de financement adéquat du CRSH et le problème fiscal que le gouvernement n'essaie pas de résoudre ont poussé le Conseil de recherches à faire circuler un livre blanc dans lequel il veut recueillir des suggestions qui indiqueraient comment le Conseil devrait réduire son budget étant donné les difficultés auxquelles il fait face. L'ACPU a écrit au premier ministre pour lui faire remarquer que le livre blanc est un signe très clair de l'échec de la politique gouvernementale en matière de recherche universitaire, que le gouvernement devrait songer à augmenter les fonds du Conseil conformément aux propositions formulées dans le Plan quinquennal et qu'il devrait accélérer la révision de la position du Conseil dans le système de subventions de contrepartie.

Les conservateurs ont également diminué le budget du Conseil des arts du Canada, qui fournit des fonds aux professeurs des facultés de beaux-arts et de musique. Dans son exposé économique de 1984, le gouvernement a réduit le budget du Conseil de quelque 3,5 millions de dollars. Il a également déclaré une guerre, dont les médias ont beaucoup parlé, au directeur

Voir RECHERCHE/14

Le ministre d'État des Sciences et de la technologie, Frank Oberle, adresse la parole au colloque national tenu en juin et ayant pour objectif d'élaborer une politique nationale sur la science et la technologie.

caut acpu Questionnaire 1984

Quelle importance votre parti accorde-t-il à la recherche en sciences sociales ou humaines? En sciences naturelles et en génie? En médecine? Seriez-vous d'accord pour augmenter en termes réels les budgets des trois conseils (CRMC, CRSCH, CRSNG) qui subventionnent les universités, les hôpitaux et les centres de recherche non gouvernementaux? Seriez-vous d'accord pour augmenter en termes réels les budgets d'exploitation des laboratoires de recherche du gouvernement? Comment votre parti encouragerait-il le secteur privé à intensifier la R et D?

LIB

Une très grande importance. Le gouvernement libéral a augmenté ces dernières années les budgets de ces conseils et a l'intention de continuer à le faire. Dans son budget d'avril 1983, le gouvernement libéral a augmenté d'environ 100 millions $ le montant total de 225 millions $ prévu au titre des stimulants fiscaux fédéraux pour la R et D. Cette mesure a eu des effets extrêmement bénéfiques sur le développement de la R et D au Canada.

PC

Nous considérons que la recherche dans tous ces domaines est essentielle. Il appartient à chaque conseil de déterminer le degré de concentration dans chaque domaine en fonction de sa perception des besoins dans les collectivités concernées.

Nous sommes résolus à accroître en termes réels (en sus de l'inflation) ces affectations de crédits. Le caucus progressiste-conservateur a donné le ton en réussissant récemment à forcer le gouvernement à renoncer à son projet de réduire le budget du CRSHC. Nous prônons de préférence l'adjudication de contrats pour répondre aux besoins de recherches du gouvernement dans les cas où cette solution convient, et certes dans le domaine des sciences sociales et humaines. Dans les autres disciplines, nous sommes également en faveur de la sous-traitance dans les cas où les services gouvernementaux sont en concurrence avec les services universitaires et connexes et où la sécurité n'impose aucune restriction.

Notre engagement à l'égard de la recherche et du développement est fondamental dans notre programme global de développement socio-économique. Nous sommes résolus à doubler le budget de la R et D au Canada en le portant à 2,5% du PNB; à simplifier le régime fiscal afin d'accroître les investissements du secteur privé et de favoriser des investissements accrus; à raffermir les liens entre les secteurs privé et public sur le plan de la recherche, ainsi que la coordination des activités avec les provinces; à aider à l'exportation de technologies canadiennes; et à adapter les innovations canadiennes aux marchés d'exportation.

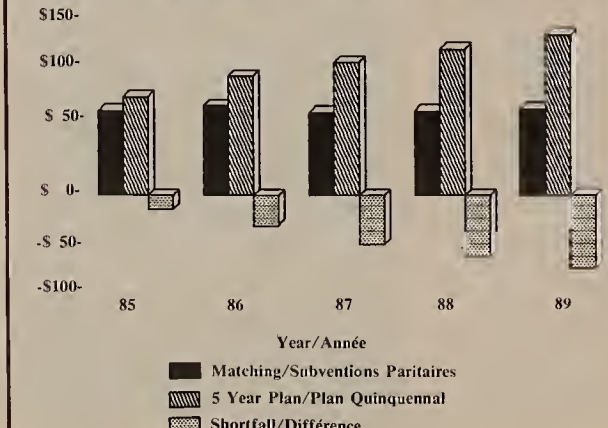
Bien que la création d'emplois et la croissance des investissements soient deux objectifs principaux de nos politiques en matière de R et D, nous nous soucions également de mettre en place un mécanisme destiné à favoriser de nouvelles initiatives dans tous les domaines. Nous croyons que les secteurs non gouvernementaux sont ceux qui sont le plus en mesure de déterminer les nouvelles possibilités. Les entreprises privées et les établissements d'enseignement et de formation technique seraient encouragés à collaborer plus étroitement aux nouvelles initiatives de recherche et de développement, ce qui serait à leur avantage mutuel.

NPD

Une très grande importance. Nous préconisons d'accroître les budgets de chacun des trois organismes ainsi que des laboratoires du gouvernement. Le budget consacré à la R et D devrait à notre avis équivaloir à 2% du PNB. Nous remplacerions les mesures en place, qui permettent aux compagnies de vendre des crédits d'impôt, par un programme de crédits d'impôt remboursables afin de s'assurer que les crédits consentis pour la R et D donnent lieu à des dépenses de R et D.

SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL/LE CONSEIL DE RECHERCHES EN SCIENCES HUMAINES

Maximum under matching grant scheme versus 5 year plan/Montant maximal en vertu du programme de subventions paritaires par rapport quinquennal



University research not a funding priority

From page 11

the government. It is increasingly difficult for some universities to accept certain types of federal research contracts or grants since the indirect costs put such a large strain on their limited operating resources. Yet the government has done nothing to address this serious problem. CAUT favours the payment of the indirect costs of research provided this is new money.

"It is increasingly difficult for some universities to accept certain types of federal research contracts or grants since the indirect costs put such a large strain on their limited operating resources. Yet the government has done nothing to address this serious problem."

Another aspect of the matching grant scheme has been particularly annoying to researchers in the social sciences and humanities. That is the decision to give lesser tax advantages to those in the private sector who invest in the matching grant scheme in the area of social sciences and humanities when compared with the natural sciences or engineering. Earlier this year, the House of Commons Committee on Finance and Economic Affairs recommended that the offending section 2900 of the Income Tax Act regulations be amended to include research in the human sciences. Recently, Mr. Wilson has written to the CAUT rejecting this advice.

The failure to properly fund SSHRCC and to deal with this tax problem has induced the Council to circulate a White Paper asking for suggestions on how, faced with its current difficulties, the Council should cut its budget. CAUT has written the Prime Minister pointing out that the White Paper is a very clear indication of the failure of the government's university research policies, that the government should consider increased funds for the Council along the lines suggested in the Five Year Plan, and that it should speed up the review of the Council's position under the matching grant scheme.

The Conservatives also cut the budget of the Canada Council, which provides funds for faculty members in the Fine Arts and Music. In their 1984 Economic Statement, the government decreased the Council's budget by $3.5 million. It also conducted a highly publicized war against the Council's executive director, Timothy Porteous.

Another agency which took it on the chin from the government was the Science Council. Early in the government's mandate, the budget of the Council was cut from $5 million to $2.5 million and the number of employees dropped from 68 to 30 in a year. This was partly as a result of a power struggle between the Council and MOSST and partly because of the government's deep distrust of independent agencies. No doubt the fact that the agency was headed by a well-known Liberal was an additional factor. But the result was a public relations disaster for the government along with a significant reduction in the work of the agency. The symbolism could not have been more telling.

"Nor has the government moved on a CAUT recommendation to allow professors to deduct the costs of research and scholarly activities from their employment income. This puts academics at a disadvantage."

One of the more bizarre moments in the history of this government was the decision to introduce a tariff on books and sheet music as part of the "shakes and shingles" war with the United States. The government was looking for areas it considered inconsequential where it could retaliate without actually provoking the Americans. The symbolism involved in choosing books and music was unfortunate for the Tories - so too was their inflexible refusal to recognize that the tariff was counterproductive despite the barrage of criticism from all quarters. The government did exempt universities, and eventually grudgingly withdrew the tariff. The whole episode was a splendid example of how stubborness in a bad cause can alienate virtually everyone.

The Liberals had, of course, imposed their own tariffs on chemicals, scientific equipment and the like used by universities, even when such goods were not manufactured in Canada. The Conservatives have done nothing to lessen this burden on the universities and refused to waive the tariff on the computer facility at the University of Calgary.

Nor has the government moved on a CAUT recommendation to allow professors to deduct the costs of research and scholarly activities from their employment income. This puts academics at a disadvantage since, with decreasing funds, professors are forced to buy research materials, computer programs, scholarly books and journals, and even equipment out of their after-tax dollars. The Conservatives specifically promised to change this inequitable arrangement but have

See UNIVERSITY/15

Magic Arithmetic

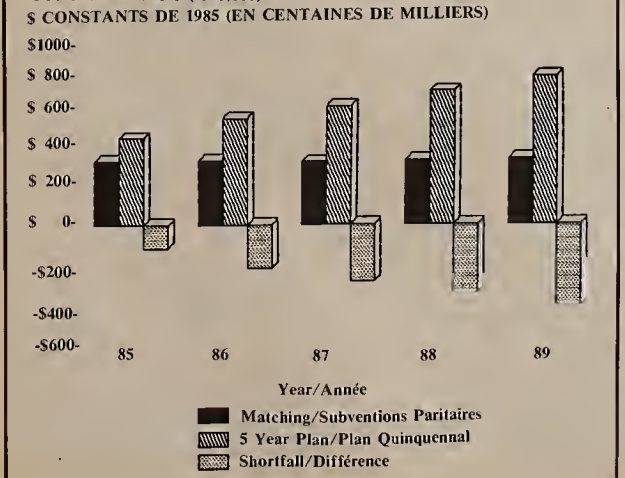
Or the billion dollars that never was

MOSST persistently says that the government is increasing the funds for the federal granting agencies by $1 billion (most recently in its InnovAction documents). How does it arrive at this figure? $380 million comes from the private sector as part of the matching grants scheme. Another $369 million comes from the federal government for the same scheme. The remaining $262 million is calculated by adding last year's increase in the base grants of the granting Councils five times (for each year between now and 1991) while, in fact, freezing the base funds for the Councils through to 1991. This is as though your employer gave you an increase of $500 on January 1st, took it away on December 31st, gave it back to you on the following Jan. 1st and told you that you should now be happy because you received an increase in the second year of $1,000 when you had not actually received one extra cent in that year. How stupid do they think university professors are? One of the notorious failings of this government is to rely on hype and public relations overkill which is usually counterproductive, particularly when it is perceived as intending to deceive. The truth is usually the better policy.

Frank Oberle meets with provincial science ministers to discuss national science policy.

NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL/LE CONSEIL DE RECHERCHES EN SCIENCES NATURELLES ET EN GÉNIE

Maximum under matching grant scheme versus 5 year plan/ Montant maximal en vertu du programme de subventions paritaires par rapport quinquennal



caut acpu Questionnaire 1984

How importantly does your party view research in the social sciences and humanities? natural sciences and engineering? medical research? Would you support real increase in the budgets of the three granting councils (MRC, SSHRC, NSERC) which fund research universities, hospitals and non-government research centres? Would you support a real increase in the operating funds for government research laboratories? How would your party encourage the private sector to undertake more R and D?

LIB

Very highly. The Liberal government has increased funding over recent years to these councils and would plan to continue. The Liberal Government's April 1983 budget increased the total dollar amount of federal tax incentive applicable to R&D from the existing $225 million available, by adding approximately $100 million. This has had an extremely beneficial effect on the development of R&D in Canada.

PC

We regard research in all of these fields as essential. The degree of concentration in each field must be determined by each Council, in relation to its understanding of needs within the communities affected.

We are committed to real (above inflation) increases in these appropriations. The Progressive Conservative Caucus took the lead in successfully forcing the government to withdraw recent plans to cut SSHRC funding. We have a preference for the contracting-out of government research needs where this is appropriate, and certainly in the social sciences and humanities. In other disciplines, where government facilities are in competition with university and related facilities, and where there is no restriction for security, we would likewise favour contracting-out.

Our Research and Development commitment is fundamental to our overall program for economic and social development. We are committed to doubling Canada's R&D, to 2.5% of GNP; to simplifying the tax system to strengthen the private sector capital base and provide incentives to greater investment; to strengthening linkages between private and public sector research and coordination of effort with the provinces; to assisting in the export of Canadian technologies; and to adapting Canadian innovations for export.

While job creation and capital growth are two central goals of our R&D policies, our concern is to also provide a system of incentives for new initiatives in all fields. We believe that non-governmental sectors are best able to identify new opportunities. The private business sector and educational and technical institutions would be encouraged to work even more closely on new research and development initiatives, to their mutual benefit.

NDP

Very important. We support increases for all three and government labs. We favour an R&D expenditure equal to 2% of the GNP. We would replace existing measures, where companies are allowed to sell tax credits, with a refundable tax credit scheme to ensure that R&D credits result in R&D expenditure.

Recherche universitaire

Suite de la page 12

général du Conseil, Timothy Porteous.

Un autre organisme qui a essuyé un coup du gouvernement est le Conseil des sciences. Au début du mandat du gouvernement, le budget du Conseil est passé de 5 millions à 2,5 millions de dollars et en un an, le nombre d'employés est passé de 68 à 30. C'était là, d'une part, le résultat d'une rivalité entre le Conseil et le MEST et d'autre part, la conséquence de la profonde méfiance du gouvernement à l'égard des organismes indépendants. De plus, le fait que le Conseil était dirigé par un libéral bien connu a sans doute également joué en sa défaveur. Les mesures gouvernementales ont eu pour effet de provoquer un désastre dans les relations publiques du gouvernement ainsi qu'une forte réduction du travail du Conseil des sciences. Le symbolisme ne pouvait être plus éloquent.

Un des moments les plus bizarres de l'histoire du gouvernement actuel a été celui où il a décidé d'imposer un tarif douanier sur les livres et les partitions de musique pendant la "guerre des bardeaux" avec les États-Unis. Le gouvernement cherchait des domaines qui, selon lui, étaient peu importants et qui lui permettraient d'user de représailles sans pour autant provoquer les Américains. Le choix des livres et des partitions constituait un symbole malheureux pour le gouvernement. Malheureux également était son refus inflexible de reconnaître, malgré l'avalanche de critiques déferlant de toutes parts, que l'imposition d'un tarif douanier ne servait à rien. Le gouvernement a exempté les universités du paiement de ce tarif douanier et finalement il l'a supprimé à contrecoeur. Tout cet épisode montre magnifiquement bien comment l'entêtement pour une mauvaise cause peut aliéner pratiquement tout le monde.

Les libéraux ont, bien entendu, imposé leurs propres tarifs douaniers sur les produits chimiques, les appareils scientifiques et d'autres articles utilisés par les universités, même s'ils n'étaient pas fabriqués au Canada. Les conservateurs n'ont rien fait pour alléger ce fardeau que portent les universités et ont refusé de supprimer le tarif douanier imposé à l'installation informatique de l'Université de Calgary.

Le gouvernement n'a pas répondu à une recommandation de l'ACPU visant à permettre aux professeurs de déduire les coûts de la recherche et des activités scolaires de leur revenu. Les professeurs sont donc désavantagés puisque, les fonds se raréfiant, ils sont forcés d'acheter du matériel de recherche, des programmes machines, des manuels et des journaux scolaires et même des équipements en puisant dans leur revenu net. Les conservateurs ont pourtant bien promis de remédier à cette situation inéquitable, mais ils n'ont rien fait jusqu'à présent.

Le ministre fédéral de la Santé, M. Jake Epp, fait la promotion de la Semaine de sensibilisation aux dons d'organes qui se tient à l'hôpital Victoria General de Halifax. Le ministre n'a cependant que bien peu d'aide à offrir pour la promotion de la recherche médicale au Canada.

Le gouvernement a toutefois réalisé des choses utiles, même si elles étaient modestes.

☐ Au début de 1985, il a accepté une recommandation du Comité sur la réforme parlementaire présidé par James McGrath de créer un Comité parlementaire permanent de la recherche, de la science et de la technologie. Le président actuel de ce comité est William Tupper, député de Nepean-Carleton. L'ACPU préconisait la création d'un tel comité depuis longtemps et a donc applaudi à cette décision. Le Comité a publié récemment un rapport sur la recherche spatiale qui met le doigt sur l'effondrement des sciences fondamentales dans ce domaine et dans d'autres domaines (voir p. 16).

☐ Il a rétabli les échanges officiels d'universitaires entre le Canada et l'Union soviétique, que les libéraux avaient imprudemment annulés.

☐ Il a accordé une subvention de 7 millions de dollars à l'Institut canadien des recherches avancées à condition que d'autres subventions s'y ajoutent. De nombreux professeurs d'université participent aux programmes de recherche de l'Institut.

Une décision gouvernementale plus contestée a été celle visant à changer la protection des brevets d'invention dans le domaine pharmaceutique. Avant 1969, la Loi sur les brevets prévoyait 17 ans d'exclusivité pour les brevets d'invention de nouveaux médicaments, comme pour tous les autres brevets. La Loi a ensuite été modifiée de façon à accorder aux inventeurs une période d'exclusivité de quatre ans, après laquelle un permis était obligatoire, à condition que les producteurs de médicaments paient 4 p. cent de redevances. Au moyen du projet de loi C-22, le gouvernement voulait prolonger la période d'exclusivité en la portant à dix ans et charger un conseil de révision des prix de traiter les abus. Il soutenait que les dispositions actuelles sont de la véritable piraterie et entravent les investissements dans la recherche pharmaceutique au Canada.

"L'infrastructure de la politique fédérale existe. Mais nous attendons encore des preuves. Le gouvernement appliquera-t-il à la recherche universitaire une partie des 1,6 milliard de dollars qu'il a économisés sur les paiements de transfert versés aux provinces pour l'enseignement supérieur?"

Le gouvernement a été fortement appuyé par la province de Québec qui a ressenti vivement les effets de la disparition de plusieurs compagnies pharmaceutiques et par les chercheurs universitaires en bio-médecine. L'ACPU a préconisé une période plus courte pour la protection des brevets ainsi que le versement de plus grosses redevances aux compagnies pharmaceutiques qui seraient légalement forcées de consacrer l'argent perçu à la recherche et au développement. De nombreux chercheurs universitaires ont prétendu que leur travail ne pourrait s'accomplir si les dispositions proposées n'étaient pas adoptées. Toutefois, les associations de consommateurs se sont fortement opposées au projet de loi.

Le projet de loi original a été voté par la Chambre des communes. Toutefois, en août, la majorité libérale du Sénat y a apporté d'importantes modifications dont certaines répondent aux recommandations de l'ACPU. Comment le gouvernement va-t-il faire face à cette situation? Cela n'est pas encore très précis, au moment de la rédaction du présent article.

En ce qui concerne la science en général, le gouvernement a décidé de placer son programme spatial au centre de ses projets. Pour le moment il essaie d'établir une agence spatiale pour laquelle il doit trouver un emplacement. On prévoit des frais de 824 millions de dollars d'ici à 1991. Toutefois, le Comité parlementaire permanent de la recherche, de la science et de la technologie a récemment constaté que la science fondamentale est ignorée dans ces projets (voir l'article à ce sujet).

Ottawa a décidé de fonder à Montréal, entre 1983 et 1988, un Institut de recherche en biotechnologie placé sous les auspices du CNRC, au coût de 108,3 millions de dollars. L'Institut fonctionne actuellement et est en liaison avec les universités de la région de Montréal. Il a également attiré certains scientifiques canadiens qui sont revenus au pays.

Le gouvernement a également restructuré ses ministères et a créé le ministère de l'Industrie, de la science et de la technologie.

L'an passé, le gouvernement a soudainement manifesté un vif intérêt pour la recherche. Cette attitude peut être attribuée partiellement à l'arrivée au Bureau du Conseil privé de Dalton Camp qui a participé à l'élaboration de la politique gouvernementale en matière de recherche. En novembre 1986, le discours du trône annonçait un certain nombre d'initiatives dans la politique gouvernementale à l'égard des universités et dans le domaine de la recherche et du développement. L'ACPU avait fait pression sur le gouvernement pour que ces questions soient incluses dans le discours.

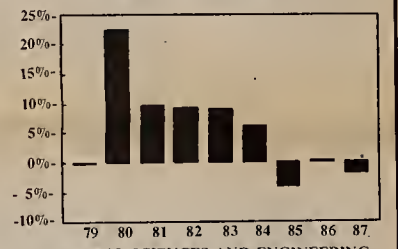
☐ Le 4 mars 1987, le premier ministre a prononcé un discours à l'Université de Waterloo et il a de nouveau promis que le gouvernement adopterait une politique de soutien à l'égard des universités et de la recherche et du développement. Cependant il n'y a eu aucune annonce relative à cette politique ou au financement requis par celle-ci.

☐ Le 12 mars, le ministre d'État des Sciences et de la technologie terminait des négociations entreprises avec ses homologues provinciaux en vue de l'établissement d'une politique nationale dans le domaine des sciences et de la création d'un secrétariat pour les ministres. Le document indiquant la position du gouvernement fédéral reconnaissait l'importance de la recherche de base dans les universités et du rôle de celles-ci dans la production d'une main-d'oeuvre hautement qualifiée. Il est évident que les conservateurs ont accompli un exploit en persuadant les dix gouvernements provinciaux de signer, mais cet accord n'a mené à aucun apport de fonds pour la recherche universitaire de l'un ou l'autre palier gouvernemental.

☐ Le 24 mars, dans un discours prononcé à Toronto, M. Oberle a dévoilé un autre aspect de la politique gouvernementale à l'égard des sciences qu'il a appelé *"Innovaction"*. Ce programme prévoyait cinq secteurs auxquels le gouvernement fédéral accorderait une attention spéciale : l'innovation dans l'industrie et la diffusion de la technologie, les technologies stratégiques, la gestion des ressources fédérales et des ressources humaines et l'éducation publique. Peu après, M. Oberle a annoncé un programme de quatre ans auquel seraient consacrés 90 millions de dollars pour la recherche en micro-électronique. Mais tout cela ne concernait pas la recherche universitaire. Néanmoins le document de base reconnaissait le sérieux problème d'obsolescence du matériel scientifique dans les universités. Le ministre a fait savoir qu'un groupe de travail fédéral-provincial avait été formé afin d'examiner ce problème ainsi que d'autres questions relatives à la recherche de base dans les universités. M. Oberle a également annoncé qu'une conférence nationale de technologie aurait lieu en janvier 1988 et qu'on y examinerait le travail effec-

Voir RECHERCHE/24

ANNUAL CHANGE IN THE FUNDING OF THE RESEARCH COUNCILS/ CHANGEMENTS ANNUELS DANS LE FINANCEMENT DES CONSEILS DE RECHERCHE



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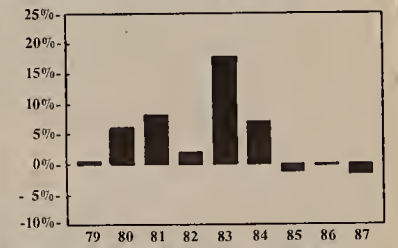
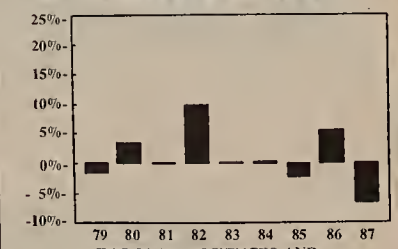


MEDICAL RESEARCH COUNCIL/ LE CONSEIL DE RECHERCHES MÉDICALES



THE SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL/ LE CONSEIL DE RECHERCHES EN SCIENCES HUMAINES

University research

from page 13

failed to do anything about it.

The government has taken some useful, albeit modest steps.

☐Early in 1985 it accepted a recommendation of the committee on parliamentary reform headed by James McGrath, now the Lt. Governor of Newfoundland, to create a Parliamentary Standing Committee on Science, Research and Technology. The current chair is Dr. William Tupper, M.P. from Nepean-Carleton. CAUT had been calling for such a committee for a long time and welcomed this decision. Recently, the Committee issued a report on space research which highlighted the collapse of basic science in this and other areas (see story p. 17).

☐It restored official academic exchanges with the Soviet Union which the Liberals had unwisely cancelled.

☐It granted $7 million to the Canadian Institute for Advanced Research on condition that it match grants. Many Canadian academics are involved with the research programs of the Institute.

More controversial was the decision of the government to seek changes in the patent protection for drugs. Prior to 1969 the patent act provided 17 years of exclusivity for patents on new drugs - the same as for all other patents. The act was then changed to provide four years of exclusivity and compulsory licensing thereafter, provided any generic drug producer paid 4 percent royalties. The government wanted, through Bill C-22, to increase this exclusivity to ten years and provided a prices review board to deal with abuses. It argued that the current arrangement amounted to piracy and was inhibiting investment in drug research in Canada.

The government was strongly supported in the Province of Quebec which has felt keenly the disappearance of many of the major drug companies from that province and from university researchers in bio-medicine. CAUT favoured a shorter period of patent protection and higher royalties to the drug companies but with a legal requirement to spend the money on research and development in Canada. Many university researchers argued that their work in this area would never get off the ground unless some such arrangements were adopted. The bill, however, has been strongly opposed by consumer associations.

The original bill passed the House of Commons. However, in August the Liberal majority in the Senate introduced major amendments, some of which are along the lines of the CAUT recommendations. Quite how the government will deal with this situation was, at the time of writing, unclear.

In the general area of science policy, the government decided to make its space program central to its plans. The process of setting up the Space Agency and finding a home for it is now going on. It is expected to spend $824 million between now and 1991. However, the Parliamentary Standing Committee on, Science, Research and Technology recently found that basic science was being ignored in these plans (see story in this issue).

Ottawa decided to create under the aegis of NRC a Biotechnology Research Institute in Montreal at a cost of $108.3 between 1983 and 1988. The Institute is now functioning and has links with the universities in the Montreal area. It has also attracted some Canadian scientists back to Canada.

The government has also restructured its departmental arrangements, creating a new Department of Industry, Science and Technology (see story in this issue).

"In November 1986, the Speech from the Throne heralded a number of initiatives in the area of university policy and research and development."

During the past year there has been a sudden flurry of interest on the part of the government in research policy. Some of this can be attributed to the arrival in the Privy Council Office of Dalton Camp who has taken a hand in the development of policy in this area. In November 1986, the Speech from the Throne heralded a number of initiatives in the area of university policy and research and development. CAUT had actively lobbied the government to include such issues in the Speech.

☐On March 4 the Prime Minister spoke at the University of Waterloo and rededicated the government to a policy of support for the universities and for research and development. There were, however, no announcements concerning that policy or the funding for it.

☐On March 12 the Minister of State for Science and Technology completed negotiations with his provincial counterparts for the creation of a national science policy and for a secretariat for the ministers. The federal position paper recognized the importance of basic research in the universities and their role in producing highly trained manpower. It was clearly an achievement for the Tories to have persuaded all ten governments to sign, but no funds were forthcoming for university research from either level of government as a consequence of this accord.

☐On March 24 Mr. Oberle spoke in Toronto and unveiled

See RESEARCH/24

Medical research needs more cash, higher profile

by Patrick L. McGeer

Reprinted from The Globe and Mail.

Dr. McGeer, a former provincial science minister, teaches medicine at the University of British Columbia and sits on the board of directors of Pacific Pharmaceuticals Ltd., a subsidiary of the Terry Fox Medical Research Foundation.

At the time of the historic Terry Fox run across Canada, a lady was heard to say that she wanted her tax money spent on cancer research and not on F-18 fighter aircraft. She thought fighter aircraft should be paid for by voluntary contributions, and a one-legged general should run across the country to raise the money.

That might be a tall order, given that the money raised by Terry Fox would not even pay for one F-18 fighter, let alone a squadron of 120. The woman's priorities for tax expenditure were dictated less by social conscience than by a strong survival instinct. She rated the chances that a Soviet attack would terminate her life as slim, but knew the chances it would be cut short by cancer were high. There were 94,700 new cases reported in Canada last year, and 49,200 cancer deaths — more than the number of Canadian servicemen killed in the Second World War.

She also reasoned that, if her tax dollars were to go toward finding a cure for cancer now instead of buying F-18s, they might save her life later on. She had logic on her side. Ninety of 100 Canadians killed by disease every year fall prey to a fatal affliction that will be treatable some day.

The sums raised by Terry Fox, Steve Fonyo and Rick Hansen were tiny compared with spending on health services and military hardware, but still a significant addition to the small pool of research money that exists today. When first confronted with the knowledge that they have a disease for which no treatment is available, patients frequently are shocked to learn how few investigators are seeking a cure. At first they assume that medical science is indifferent to their problem, but later realize that lack of financing and not lack of motivation is the difficulty.

Judging by the number of meritorious applications rejected by the Medical Research Council of Canada because of inadequate money, the country is making use of only about 25 per cent of its medical research capacity. To reduce future capacity, only about one in 10 young applicants is being supported with a graduate-student fellowship. Patients desperately want their diseases investigated, but serious research is beyond their financial resources and their health insurance includes no entitlement to research.

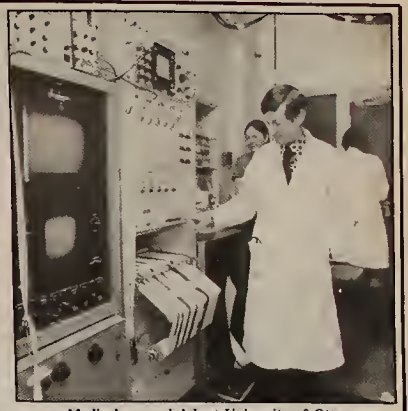
It is unfortunate that the architects of medicare and hospital insurance did not really understand the relationship between medical research and cures for disease. When they established their programs, they were concerned only with the delivery of existing health services. Thus these programs, which consume more than one-third of provincial budgets and more than one-fifth of the federal budget, have done little to advance medicine.

Indeed, a case may even be made that they have hindered it. Once a medical service is insured, there are no limits to its use even if the health benefit is marginal. Expenditures are therefore hard to control. By contrast, expenditures on research, in the form of grants, are easy to control. When there is not enough money for health, research becomes the prime target for cost cutting. Health-service expenditures have ballooned over the years, but government-supported medical research has not kept pace with the increase in the cost of living. As a proportion of health spending, it is only about one-fourth as large as when the federal Government introduced its health-insurance scheme two decades ago.

Most Canadians understand that medicine cannot get them beyond the biological wall, which is about 100 years, give or take a decade, but most want to get as close as possible. Will that opportunity be advanced by purchasing nuclear submarines or F-18 fighters? Will it be advanced by more aggressive delivery of current medical services? Or will it be advanced by the discovery of cures for disease?

Spending in the first two areas is truly staggering compared with the third. For example, the cost of one nuclear submarine, or one week's operation of the hospital insurance and medicare systems, would finance all medical research in Canada for two years. Is that how Canadians want it to be?

A fundamental change in government spending priorities is required because there is no point in pretending that



Medical research lab at University of Ottawa

expenditures for nuclear submarines will not compete for money earmarked for cancer research. Canadians who have contributed their taxes to health-insurance schemes must have the right to research as well as treatment. No one knows better than someone suffering from acquired immune deficiency syndrome or heart disease the type of research they need. Indeed, many societies have sprung up in recent years to promote research into specific diseases, such as multiple sclerosis, amyotrophic lateral sclerosis, Alzheimer's, Huntington's, Parkinson's, narcolepsy, Gilles de la Tourette, dystonia and epilepsy.

The question is how best to exercise the citizen's right to research? One way would be to set aside a percentage of all money spent on the hospital insurance and medicare programs. As little as 2 per cent would quadruple the money currently available. The additional financing could be shared among disease societies on a basis of matching $10 from the fund for every dollar collected privately. The societies would be entitled to recommend or award research contracts where peer review had established the scientific merit.

One important result of introducing consumer demand into health research is that clinical investigation would increase sharply. That would improve the present system, which retards the introduction of new drugs and inflates their cost. Pharmaceutical companies are expected to assume all the risk and bear all the cost of clinical research into new therapeutic agents — an estimated $100-million before a new drug is approved. Bureaucrats are supposed to help guard health, but their red tape often prolongs disease. No pharmaceutical company can be expected to support research into drugs that are beneficial only for rare disease, nor can they be expected to investigate drugs that can be manufactured so cheaply that the costly research outlays will never be recovered.

Another drawback is the delay between the discovery of a new drug and its appearance on the market — a process that can take between five and 20 years. The situation has been tolerated for many years, but the outrage of AIDS victims is causing some re-evaluation. While evidence piles up concerning the value of AZT (azidithymidine, now known generically as zidovudine and marketed as Retrovir), AIDS victims are told they must be protected from its side effects. They know they face an imminent and more serious side effect — death. Their plight is the most dramatic, but the situation is by no means confined to AIDS cases.

Still, there is great reason for optimism. The techniques of molecular genetics are permitting for the first time custom-made proteins to be produced in quantities sufficient for therapeutic use. The interferons and the interleukins have proved their effectiveness in a number of viral and cancer applications. Tissue plasminogen activator (TPA) will prevent damage from heart attacks if taken early enough. Erythropoietin and colony stimulating factor will overcome anemias from radiation and some other causes.

These natural body proteins are the first of many that will appear as a result of the powerful biotechnology revolution. If priorities change, Canadians will not only be among the first to enjoy the health benefits of the new agents, they will gain from their commercial development. If priorities remain as they are, Canadians may be among the last to benefit.

Dr. Patrick McGeer, un ancien ministre provincial des Sciences, enseigne la médecine à l'Université de la Colombie-Britannique. Dans son article sur la situation de la recherche médicale au Canada, Dr. McGeer porte l'attention sur le niveau des fonds alloués à la recherche médicale qui est très bas comparé à celui des fonds alloués à d'autres domaines de la santé et à la defense.

Le programme spatial du Canada

Qu'est-il advenu de la science fondamentale?

ARTICLE DE L'ACPU

Le Canada est dans une très mauvaise situation parce que le gouvernement n'a pas financé adéquatement la science fondamentale dans le domaine spatial. Voilà l'une des principales conclusions du rapport du Comité parlementaire permanent de la recherche, de la science et de la technologie publié en juin 1987. Il est ironique que ce rapport ait été publié pendant l'année qui marque le 25e anniversaire du lancement très réussi du premier satellite canadien, Alouette. Mais est-ce bien important? Il est évident que le Comité est de cet avis parce qu'il recommande que les priorités du programme spatial du Canada soient ajustées de telle sorte qu'il y ait un accroissement considérable des fonds destinés à la recherche scientifique fondamentale dans ce domaine.

L'histoire de la recherche scientifique de base dans le domaine spatial est significative tant du point de vue de la science concernée que comme symbole de l'échec du Canada en ce qui concerne le financement de la science fondamentale. Dans son rapport, le Comité dit savoir que "de façon générale, le financement de la recherche scientifique fondamentale est insuffisant au Canada. La situation qui existe dans le domaine de la recherche spatiale montre jusqu'à quel point il peut être préjudiciable à un programme scientifique de ne pas suffisamment financer la recherche."

En ce qui concerne la recherche spatiale proprement dite, le Comité fait remarquer que dans les années 60, le Canada a établi un programme spatial très réussi. C'est ainsi que s'est formé un groupe de scientifiques et d'ingénieurs qui ont tout d'abord consacré leurs connaissances à la recherche et les ont ensuite appliquées avec beaucoup de succès à la commercialisation. Mais au cours des années 70, nous avons commencé à épuiser les fonds destinés à la recherche de base. Nous pensions que nous pouvions compter éternellement sur les résultats des années 60. Mais nous avions tort. Maintenant, l'infrastructure est disloquée. Les scientifiques s'en vont ailleurs parce qu'ils ne voient aucun avenir ici. Où allons-nous trouver les idées qui feront fonctionner l'industrie au cours des vingt prochaines années?

Le Comité constate que : "Les premières entreprises du Canada dans l'espace, qui ont été très fructueuses, étaient d'inspiration scientifique et, au début des années 70, le Canada comptait près de 100 chercheurs en sciences spatiales travaillant dans les laboratoires de l'État et des universités. Mais depuis, la situation s'est progressivement et sensiblement dégradée. Pas un seul satellite scientifique canadien n'a été lancé depuis 1971. En outre, on n'a pas engagé de scientifiques de l'espace depuis quinze ans et l'infrastructure de soutien de cette activité s'est détériorée. Ce déclin dissuade bon nombre de diplômés de grande classe de chercher à faire carrière en recherche spatiale. En conséquence, le Canada fera face à une grave pénurie d'ingénieurs et de scientifiques de l'espace dans les décennies à venir."

"Le Comité est convaincu qu'une augmentation considérable du financement des sciences spatiales est nécessaire pour que le Canada puisse participer efficacement aux projets spatiaux internationaux de l'avenir. R.P. Lowe, professeur à l'université Western Ontario a résumé la situation en ces termes succincts :

Outre que le Canada est le seul pays où les sciences spatiales ont un budget réduit en termes absolus et relatifs, il est également le seul à ne pas avoir la capacité de lancement indépendante à laquelle il puisse avoir un accès garanti en permanence. Cela constitue un handicap continuel pour la détermination des activités canadiennes dans l'espace, encore que la situation présente certains avantages. Elle contraint en effet nos spatiologues à rechercher des partenaires internationaux disposant d'une infrastructure de lancement, d'engins spatiaux, de stations de poursuite et d'acquisition de données et de tous les centres spécialisés que cela implique. Mais une association suppose que chaque partenaire apporte quelque chose d'utile dont l'autre ne dispose pas. Dans le cas du Canada, il ne peut s'agir que de compétences scientifiques dans la discipline elle-même ainsi que dans l'instrumentation de pointe requise pour faire progresser ces connaissances. Il est donc encore plus important pour le Canada que pour d'autres nations de maintenir les sciences spatiales à un bon niveau d'activité."

Le Comité recommande que les priorités du programme spatial du Canada soient réorganisées de telle sorte que le pourcentage des fonds consacrés aux sciences de base passe de moins de 10 p. cent du budget à 15 p. cent. Il fait remarquer que le financement de la recherche spatiale est "sensiblement moins élevé que dans les autres pays occidentaux." Le Comité dit avoir reçu "des témoignages selon lesquels les fonds affectés aux sciences spatiales au Canada diminuent en fait, tant en chiffres relatifs qu'absolus", bien qu'un apport de fonds supplémentaires ait été annoncé en mai 1986. "De 1981-1982 à 1985-1986, les sciences spatiales représentaient 14,2 p. 100 des dépenses fédérales, contre seulement 9,6 p. 100 de 1986-1987 à 1990-1991. En chiffres absolus, le financement sera ramené de 21,5 millions qu'il était en 1984-1985 à 16 millions en 1990-1991. De plus aucun compte n'est tenu de l'inflation au cours de cette période."

Quelles sont les consé-

Voir SPATIAL/34

La "science polaire" canadienne occupe une foule insoupçonnée de chercheurs

Des ministères fédéraux et provinciaux et une trentaine d'universités y consacrent des ressources

par Michel Giguère

Cet article est paru dans Le Devoir.

Pour la plupart d'entre nous, les régions nordiques du Canada n'évoquent que des images d'immenses superficies désertiques, enneigées et inhospitalières. Comme un guide touristique connu nous le décrit si "poétiquement": Le vaste Nord canadien est encore une terre d'aventuriers, d'explorateurs, de solitaires, d'amateurs d'exploits" (1).

Pourtant, il s'effectue dans les régions arctique et subarctique du Canada, qui couvrent plus de la moitié de la superficie totale du pays, une quantité impressionnante de travaux de recherche scientifique regroupés sous l'appellation de "science polaire". Une vingtaine de ministères et d'organismes fédéraux, plus de 30 universités canadiennes, plusieurs administrations provinciales et territoriales et de nombreux organismes industriels privés oeuvrent au développement de connaissances et à la conception d'innovations technologiques concernant le Nord canadien.

Il y a deux ans, le ministère fédéral des Affaires indiennes et du Nord mandatait un groupe de travail de quatre spécialistes de la science polaire pour étudier la pertinence de créer un "Institut national d'études polaires" au Canada. Ce groupe, présidé par E.F. Roots, conseiller en sciences au ministère canadien de l'Environnement, a récemment rendu son rapport de sorte que le ministre des Affaires indiennes et du Nord, William McKnight, consulte actuellement la communauté scientifique sur ses principales recommandations.

Le groupe de travail a considérablement élargi son mandat au-delà de la première question qui lui était posée et s'est aventuré à dresser un portrait assez exhaustif des recherches actuellement menées au Canada sur toutes les questions polaires. Il est fascinant de constater la diversité des disciplines scientifiques qui s'intéressent au Nord: observations en physique de l'espace, études de l'atmosphère, climatologie, océanographie, études du déplacement des substances chimiques, biologie marine et terrestre, zoologie et géologie sont ainsi mises à contribution. Au fil des ans, une expertise considérable s'est bâtie au Canada, de sorte qu'on peut maintenant qualifier la recherche polaire de champ scientifique importante. Le Nord est devenu un objet d'étude valorisé dans plusieurs disciplines scientifiques.

On ne peut, cependant, dire que le portrait dressé par le comité Roots soit particulièrement favorable. Le comité rapporte, par exemple, "un grand mécontentement, au sein de la communauté scientifique spécialisée dans le Nord, relativement à la qualité, à la pertinence et à la cohérence générale de la recherche polaire au Canada". L'ensemble des travaux a souffert d'un manque de coordination et de planification, de telle sorte que certains travaux apparaissent inutiles et inefficaces.

Le comité déplore aussi que le soutien financier direct et indirect de l'État fédéral à la recherche polaire ait constamment diminué depuis 1970. Pour le groupe de travail, la science nordique souffre de sous-financement et d'infrastructure nécessaire au travail scientifique (bibliothèques nordiques, stations de recherche...) s'est détériorée avec les années. Au moment où le gouvernement s'apprête à investir des milliards dans la militarisation de l'Arctique, la recherche civile, elle, doit se contenter de miettes.

Selon les auteurs du rapport, la situation commande des prises de décision rapides du gouvernement fédéral afin que le Canada retrouve une place respectable au sein de la communauté scientifique polaire internationale. Actuellement, des pays comme les États-Unis, le Japon ou même l'Allemagne, qui possèdent pourtant des territoires beaucoup moins favorables à l'expérimentation et à la recherche polaire, engagent des sommes nettement plus substantielles que le Canada dans ce domaine. "Il ne s'agit pas simplement d'accroître les ressources financières investies dans la recherche polaire, affirme le rapport, mais encore et surtout de bien faire comprendre l'importance et la pertinence des connaissances relatives à l'Arctique, et de faire en sorte que cette conviction donne lieu à un appui institutionnel coordonné et soutenu."

Recommandant de ne pas créer d'institut d'études nordiques, le groupe propose, néanmoins, la mise sur pied d'une commission canadienne de la recherche polaire, chargée de contrôler les besoins et l'avancement des sciences et de la recherche polaires au Canada et d'assurer la coordination qui semble avoir si cruellement fait défaut jusqu'ici. Curieusement, le groupe n'a pas trouvé bon de proposer que le ministère d'État chargé des sciences et de la technologie (MEST) assume ce rôle horizontal de concertation, lui qui a pourtant été conçu, entre autres, dans le but de prendre en charge ce type de mission.

Le rapport propose également la création d'une "maison polaire" dans la région de la capitale canadienne, institution multifonctionnelle servant à la fois de centre de recherche, de point de contact pour les chercheurs en science polaire et de centre d'information pour la population. Le projet comporte donc un aspect muséologique, encore flou mais potentiellement intéressant, qui pourrait très bien être concrétisé, par exemple, par la création d'une section spéciale importante intégrée au musée canadien des Sciences et de la Technologie.

Si le gouvernement allait de l'avant avec cette idée, on peut cependant prévoir une nouvelle lutte entre Hull et Ottawa quant à la localisation de l'institution. L'intérêt du projet a tout pour produire un débat polarisé.

(1) Michelin, *Canada*, 2e édition, page 12.

This article explores the current state of research being carried out in Canada's North. About 20 federal departments and agencies, 30 universities, a number of provincial and territorial governments, as well as numerous private companies are involved in what is known in the business as "polar science". A two-year-old report commissioned by the federal department of Indian and Northern Affairs discovered a wide variety of research projects currently being conducted in the North. The report noted that northern research has reached a stage where it now constitutes a valued area of study in a number of scientific disciplines. However, the downside of the report pointed to the lack of co-ordination and planning in the field which has led to an impression of inefficiency and lack of applicability. The report also fingered the federal government for cutting back on its financial support of polar research: both direct and indirect funding by the federal government have steadily decreased since 1970. At the moment the government is poised to invest billions on the militarization of the Arctic, say the report's authors, while non-military research must content itself with crumbs. The authors strongly recommend that the government give sustained financial and administrative support to polar science so that Canada can make better use of its vast resources in this area. They recommend specifically the creation of a federal body to co-ordinate and promote polar research projects and the establishment in Ottawa of a "polar centre" which would serve as a focal point for northern research, a gathering place for researchers, as well as an information centre, or museum, for the public.

Canada's space program

Whatever happened to basic science research?

CAUT REPORT

Canada is in serious trouble over its failure to fund basic science in the area of space science. This is one of the major findings of the Parliamentary Standing Committee on Research, Science and Technology in a report issued in June 1987. It is ironic that this report should be published in the year that marks the 25th anniversary of Canada's first satellite — the highly successful Alouette. But does it matter? Clearly the Committee thinks so because it has recommended that the priorities of Canada's Space Program be adjusted so that there will be a substantial increase in the funds for basic science research in this area.

The history of basic science research in this area is significant both for the area of science concerned and as a symbol of Canada's failure to fund basic science adequately. "The Committee", it said in its report, "is aware that there is generally insufficient funding for basic scientific research in Canada. The situation which exists in space research is perhaps instructive in indicating the severe negative effects that may accrue to a science program when research funding is inadequate."

Specifically in relation to space research, the Committee noted that in the sixties Canada created a highly successful space science program. This brought into existence a cadre of scientists and engineers who were engaged on the frontiers of knowledge in this area and eventually the application of this expertise to successful commercialization. But in the seventies, we began to run down the funds for basic research. We thought we could live on the results of the sixties forever. But we were wrong. Now the infrastructure has run down. The scientists go elsewhere because they see no future here. Where are we to get the ideas that will power the industry for the next twenty years.

The Committee found that: "Canada's initial, and very successful ventures into space were science-based and by the early 1970s, the Canadian space-science community included almost 100 researchers in government laboratories and universities. Since then, however, the situation has gradually, but markedly, deteriorated. Since 1971, not a single Canadian scientific satellite has been launched. Moreover, there has been a lack of hiring of space scientists over the last fifteen years and the physical infrastructure supporting the activity has deteriorated. This decline in support for space science has discouraged many high-calibre graduate students from seeking a career in space research. As a consequence, Canada is facing a critical shortage of space scientists and engineers in the years ahead."

"The Committee is convicted that a substantial increase in funding for space science is needed if Canada is to be able to participate effectively in international space projects in the future. Prof. R.P. Lowe of the University of Western Ontario has summarized the situation in succinct terms:

> Canada is not only unique in having a space science budget that is small by both absolute and proportionate standards; it is also unique in not having an independent launch capability to which it has guaranteed access on a continuing basis. This handicap is a continual constraint in the formulation of Canadian activities in space although it could potentially provide some advantages. It forces our space scientists to seek out international partners who have an infrastructure of launch vehicles, spacecraft, tracking and data acquisition stations and all of the centres of expertise that these imply. But a partnership implies that each partner must contribute something of value that the other does not have. In Canada's case, this must be scientific expertise both in the field of knowledge itself and in the state-of-the-art instrumentation required to further advance that knowledge. Therefore, for Canada more than other nations, it is even more important to support the space science activity at a healthy level.

The Committee recommended that the priorities of Canada's Space Program be reorganized so that the percentage of funding for basic science would rise from just under 10% of the budget to 15%. It noted that currently the "...level funding is significantly lower than that provided in the space budgets of other Western countries."

"The Committee," the report said, "has received evidence that the funding for space science in Canada is actually shrinking, both in relative and absolute terms" despite the announcement in May 1986 of additional funding. "The proportion of Federal Government expenditures devoted to space science in the five-year period 1981/82 to 1985/86 was 14.2%; for the period 1986/87 to 1990/91, the proportion will decrease to 9.6%. In absolute terms, funding will decline from $21.5 million in 1984/85 to $16 million in 1990/91. Moreover there is no allowance for inflation over this period.

What is the result of this folly? We are throwing away the investment we made 20 years ago. There are fewer and fewer researchers in our universities. Sensible graduates in these circumstances head to the United States. Where will the ideas come from which will power the industry for the next twenty years? Where will the first-rate scientists and engineers come from to make these and other ideas work?

Nor is this an isolated incident, as the Committee notes. Another sign and symbol of the lack of Ottawa's interest in basic research is the decision of the federal government to freeze the base funds of the three federal granting agencies until 1991 — the very funds which are used for basic research. The message that Ottawa is sending to Canada's university researchers is clear, unequivocal and destructive. The National Forum should try to turn this around.

caut acpu **Questionnaire 1984**

Should the distribution of research funds be decided by peer review or by bureaucratic decision by federal officials?

LIB
By peer review. This method has been encouraged by the Liberal government and party and it has worked well.

PC
These decisions should be made by peer group review in all cases. We are committed absolutely to the arm's length principle.

NDP
Peer review.

caut acpu **Questionnaire 1984**

La répartition des fonds alloués pour la recherche devrait-elle faire l'objet d'un examen par des pairs ou d'une décision administrative de fonctionnaires fédéraux?

LIB
Elle devrait faire l'objet d'un examen par des pairs. Le gouvernement et le Parti libéral ont préconisé cette méthode qui a donné de bons résultats.

PC
Ces décisions devraient dans tous les cas être prises dans le cadre d'un examen par des pairs. Nous souscrivons entièrement au principe de l'indépendance.

NPD
Examen par des pairs.

Tories create new super ministry

In August the Conservatives created a new Department of Industry, Science and Technology with Michel Côté as the Minister and Frank Oberle as the Junior Minister. The government considers this to be one of its key moves in terms of its political and economic blueprint for the country. It believes that the existence of MOSST meant that science and technology were relegated to a junior status, administratively speaking, in the cabinet.

The move reflects the government's view that science and technology should be an essential part of its industrial development. This in turn can be seen in the rhetoric of the ministers. The Minister of Finance, for instance, in May said: "To remain competitive and sustain that growth, Canada will have to continue three very important policy thrusts. I call these the three T's — technology, trade and tax reform."

The changes came about as part of a more general reorganization within the government. The Conservatives decided to abolish the Department of Regional Industrial Expansion and to substitute for it regional programs with storefront operations in Atlantic Canada, and the West. The federal department then reverted to a status similar to that of the old Department of Industry, Trade and Commerce. At this point it was decided to amalgamate Industry with Science and Technology.

There have been mixed views about this move both in the media and in the university community. John Ferguson welcomed the development in a column in the *Toronto Star* in which he suggested the changes showed that the government was now, in fact, serious about science, high tech and research. Frank Howard, on the other hand, writing in the *Ottawa Citizen*, described it as a game of musical chairs by politicians who wanted to disguise the fact that they have no effective policies to offer. Most of the media ignored the change, preferring to concentrate on the opening of the Western development office.

It is not clear what the changes will mean for university science and research. The previous ministry of state had little or no clout in the government. Thus, even if it could be persuaded that a particular approach were useful, there are no guarantees that the government as a whole will listen. The new arrangements may well give the departmental officials and the minister more clout. On the other hand, academics are bound to worry as to whether the new arrangements will institutionalize or encourage the present government's lack of interest in basic science and its failure to properly fund university research.

There are also matters of some significance for the University community in the Atlantic and western development programs. Speaking on the CBC, the minister responsible for the Western Office, Bill McKnight, indicated that he expected the office to assist university research as well as private industry. The government will spend $1.2 billion in the West and $1.05 billion in the Atlantic over the next five years. While there are no limits on how much is expended per year in Western Canada, the eastern section is limited to no more than $200 million in any one year.

Michel Côté to head new department

DEAN

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Un déficit à éponger: les conservateurs sabrent dans les transferts fiscaux

ARTICLE DE L'ACPU

par Richard Bellaire ACPU

La Loi sur le financement des programmes établis (FPE) est de loin le programme le plus important du fédéral en ce qui concerne le financement de l'enseignement postsecondaire. Le total des transferts fiscaux au titre de l'enseignement postsecondaire était évalué à 1 985 715 000 $ pour l'exercice financier de 1977-1978 et se chiffre à 5 053 239 000 en 1987-1988 (ce montant comprend les tranferts en espèces et en points d'impôts).

Depuis qu'il a remplacé, en 1977, l'ancien accord de partage des coûts, le FPE constitue une source de conflit entre le fédéral et les gouvernements provinciaux. Dès les débuts du programme, le gouvernement fédéral s'est plaint des coûts sans cesse croissants qu'il entraînait. Le fédéral était également conscient que les sommes considérables transférées au titre de la santé et de l'enseignement postsecondaire n'étaient pas assez reconnues au niveau politique.

Les provinces ne prisaient guère l'intrusion continuelle du fédéral dans des secteurs qui relevaient de leur compétence et les modifications constantes apportées au programme du FPE.

Le programme électoral du Parti progressiste-conservateur prônait une meilleure collaboration avec les provinces. Le parti a également déclaré à l'ACPU lors d'une entrevue pendant la campagne électorale:

> Nous sommes résolus à maintenir l'engagement financier actuel du gouvernement fédéral, selon la formule établie dans l'entente de 1977. Nous croyons que le financement de l'enseignement postsecondaire est une priorité importante pour les deux paliers de gouvernement.

Les Conservateurs se sont opposés aux mesures du gouvernement Libéral et ont voté contre la réduction des paiements de transfert, notamment l'annulation du programme de la Garantie de recettes en 1982 et l'imposition du programme des 6 et 5% au secteur postsecondaire dans le cadre du FPE.

Brian Mulroney à l'Université de Waterloo plus tôt cette année. Le Premier ministre est prêt à essayer le matérial de nos universités, mais est-il prêt à aider celles-ci à en faire l'acquisition?

Toutefois, malgré ces gestes et la volonté d'améliorer les relations fédérales-provinciales, le nouveau gouvernement a rapidement fait savoir que ses politiques ressembleraient à celles de son prédécesseur, c'est-à-dire qu'il réduirait les transferts fiscaux dans le but de diminuer le déficit.

Selon le budget de 1985:

> Dans le cadre d'une stratégie générale de réduction des déficits et de stimulation de la croissance économique, le gouvernement fédéral propose de limiter l'augmentation des transferts aux provinces afin de réaliser des économies d'environ 2 milliards de $ en 1990-91.

Au départ, on ne savait pas quand les compressions allaient entrer en vigueur. On se demandait si la somme de 2 milliards de dollars serait cumulative ou si elle s'appliquerait à l'exercice financier 1990-1991. Au cours de 1985, il est devenu évident que la formule du FPE allait être modifiée de façon à pouvoir économiser dès l'exercice 1986-1987. Le gouvernement fédéral économiserait ainsi 2 milliards en 1990-1991. Par conséquent, les provinces feraient face à une perte cumulative de près de 6 milliards de dollars entre 1986-1987 en 1990-1991. Grosso modo, 32% de ces compressions, qui représente plus de 1,5 milliards de dollars, constituerait la part attribuée au secteur postsecondaire.

L'ACPU s'est vivement opposée à cette mesure et a fait remarquer qu'elle avait été imposée unilatéralement aux provinces malgré les promesses des Conservateurs de rétablir l'harmonie entre les deux paliers de gouvernement.

Alors que le gouvernement fédéral prenait cette décision, un rapport commandé par son prédécesseur et portant sur l'enseignement postsecondaire, lui était soumis. Rédigé par M. A.W. Johnson, le rapport passait en revue le rôle du fédéral dans l'enseignement postsecondaire. Selon M. Johnson, les accords actuels ne pouvaient plus être maintenus. Il a qualifié la situation de "malaise" et de conflit constant entre les deux paliers. Son rapport proposait un certain nombre de solutions de rechange. M. Johnson semblait toutefois préférer celle qui préconisait une hausse des transferts fiscaux fédéraux conditionnelle à l'augmentation des subventions de fonctionnement que les provinces versent aux universités. L'ACPU et les dix associations de professeurs provinciales étaient d'accord avec l'analyse de M. Johnson mais favorisaient la proposition de l'ACPU qui consistait à verser aux provinces des subventions d'encouragement.

Le gouvernement a également reçu des conseils formulés dans un certain nombre de rapports portant sur l'enseignement postsecondaire.

La Commission royale d'enquête MacDonald, d'une part, a proposé de remplacer la formule actuelle des transferts aux provinces au titre de l'enseignement postsecondaire par un système de bons en vertu duquel des crédits seraient versés aux universités par l'entremise des étudiants. Le Groupe de travail sur les politiques et les programmes fédéraux de développement technologique, d'autre part, recommandait que les fonds du FPE soient transformés en subventions directes à la recherche du fédéral.

Le nouveau gouvernement n'a pas paru certain de l'orientation qu'il désirait prendre à ce chapitre. Le premier secrétaire d'Etat de ce gouvernement, M. Walter McLean, préconisait un rôle plus pesant de la part du fédéral. Il a tenté de rallier ses homologues provinciaux pour qu'ils discutent des questions soulevées dans le rapport de M. Johnson. Lui-même semblait appuyer la recommandation visant à lier de nouveau les transferts fiscaux fédéraux aux hausses de subventions des provinces.

Le deuxième secrétaire d'Etat sous le gouvernement Conservateur, M. Benoît Bouchard, a déclaré à un certain moment que le gouvernement "s'en lavait les mains":

> Je ne suis pas responsable des collèges ni des universités, nous transférons l'argent aux provinces et elles décident.

Toutefois, à d'autres moments, M. Bouchard a laissé entendre que le gouvernement fédéral devait jouer un rôle plus important dans ce domaine:

> Le gouvernement fédéral a un rôle à jouer en éducation qui est plus grand que de simplement fournir de l'argent aux provinces sans vérifier où vont les fonds.

Le groupe de travail Nielsen

Voir TRANSFERTS/20

caut acpu **Questionnaire 1984**

Votre parti prône-t-il le maintien de la Loi sur le financement des programmes établis sous sa forme actuelle pour ce qui est de l'enseignement postsecondaire? Dans la négative, qu'est-ce qui devrait remplacer, à votre avis, les transferts aux provinces au titre de l'enseignement postsecondaire dans le cadre du financement des programmes établis?

LIB

Le Parti libéral est préoccupé par le fait que les sommes transférées par le gouvernement fédéral aux provinces au titre de l'enseignement postsecondaire sont utilisées par la plupart de celles-ci à d'autres fins que l'enseignement. M. Turner a déclaré: "Nous devons avoir des entretiens avec les provinces afin de nous assurer que les budgets, les subventions et l'aide aux étudiants dans le domaine de l'enseignement postsecondaire sont utilisés comme il se doit par les provinces et ne sont pas réduits."

PC

Oui, nous sommes pleinement en faveur de la formule de financement initiale de 1977 ainsi que des mesures législatives qui s'y rattachent. La seule réserve que nous ayons est que les pertes subies par suite de l'imposition du programme de restriction des 6 et 5 pour cent ne peuvent être compensées. Nous sommes toutefois d'accord avec la distinction de fait qu'on établit dans le projet C-12 entre l'enseignement postsecondaire et la santé.

NPD

Le NPD n'est pas en faveur de la formule actuelle de financement des programmes établis pour le financement de l'enseignement postsecondaire. En fait, nous nous sommes opposés à l'adoption de cette formule en 1977, ayant prévu la crise actuelle en matière de financement et de reddition de comptes. Une nouvelle formule doit être élaborée à la faveur d'un nouveau consensus national quant au rôle du système d'enseignement postsecondaire au Canada. On devrait envisager la possibilité de créer un conseil national de l'enseignement postsecondaire, composé de représentants des gouvernements fédéral et provinciaux et des établissements d'enseignement postsecondaire, afin de permettre un débat public éclairé et peut-être d'accorder des subventions aux provinces et(ou) aux établissements d'enseignement. La pleine participation des provinces est essentielle.

TABLEAU 1
CONSÉQUENCES DES RÉDUCTIONS DE TRANSFERTS PROPOSÉES

	FPE PAR HABITANT	POPULATION DU CANADA '000	FPE APRÈS RÉDUCTIONS	*PERTE TOTALE '000	**PERTE POUR L'ENSEIGNEMENT POSTSECONDAIRE '000
1986-87	666,10 $	25 607,7	653.65 $	318 918 $	91,530 $
1987-88	706.86 $	25 863,8	680.58 $	679 798 $	195,102 $
1988-89	742.86 $	26 122,4	701.27 $	1 076 877 $	309,064 $
1989-90	777.61 $	26 383,6	720.41 $	1 509 137 $	433,122 $
1990-91	813.92 $	26 647,5	739.65 $	1 979 235 $	568,040 $
TOTAL CUMULATIF DE 1986-87 À 1990-91				5 563 965 $	1 596 858 $

* — Perte totale pour le financement de tous les programmes établis
** — Perte au titre de l'enseignement postsecondaire seulement (28,7 % du total)
Croissance démographique de 1% par année d'après les prévisions démographiques (1986-1990). Le FPE après réductions prévoit une croissance inférieure de 2% du facteur de progression actuellement utilisé dans la méthode de calcul.

TABLEAU 2
CONSÉQUENCES CUMULATIVES DES COMPRESSIONS PROPOSÉES PAR PROVINCE AU TITRE DU FPE DE 1986-1987 À 1990-1991

	POPULATION		PERTE TOTALE '000	PERTE DU POSTSECONDAIRE '000
T.N.	586,3	2,3 %	128 950 $	37 009 $
I.-P.-E.	126,4	0,5 %	27 800 $	7 979 $
N.-E.	876,8	3,5 %	192 842 $	55 346 $
N.-B.	719,0	2,8 %	158 135 $	45 385 $
QUÉBEC	6 588,9	26,0 %	1 449 149 $	415 906 $
ONTARIO	9 040,4	35,7 %	1 988 327 $	570 605 $
MANITOBA	1 066,1	4,2 %	234 476 $	67 295 $
SASK.	1 020,3	4,0 %	224 403 $	64 404 $
ALBERTA	2 362,2	9,3 %	519 537 $	149 107 $
C.-B.	2 907,1	11,5 %	639 382 $	183 503 $
TOTAL	25 293,5	100,0 %	5 563 000 $	1 596 581 $

Funding of post-secondary education: will Ottawa pass the buck or foot the bill?

CAUT REPORT

by Richard Bellaire
CAUT staff

The Established Programs Financing Act (EPF) is by far the largest federal program for the support of post-secondary education. The total transfers for the post-secondary part of EPF were valued at $1,985,715,000 in fiscal year 1977-78 and $5,053,239,000 in 1987-88 (this includes both the cash and the value of the tax points).

Since it replaced the previous shared-cost arrangement in 1977, EPF has been a source of conflict between the federal and provincial governments. Almost from the beginning, the federal government was unhappy with the escalating cost of the program. The federal government was also conscious of the lack of political visibility and credit for the large amounts of money it transferred for health and post-secondary education. The provinces were not pleased with what they felt was continued federal intrusion into areas of their responsibility and continued federal modification of EPF operations.

The Progressive Conservative Party campaigned on a platform which called for a better, more co-operative process of dealing with the provinces. The party also stated in response to a CAUT question in the campaign:

> We are committed to sustaining the current federal financial commitment, according to the formula set out in the 1977 Agreement...We believe that financing of post-secondary education is an important priority for both levels of government.

The Conservatives had opposed and voted against the actions of the Liberal government to cut back and limit the transfers under EPF such as the termination of the Revenue Guarantee Program in 1982 and the application of the 6%/5% program to the post-secondary part of EPF.

In spite of these comments and a desire for better federal-provincial relations, the new government quickly indicated that its policies were to be very similar to the policies of the previous government — to cut back federal transfers as a means of reducing the deficit.

The budget of 1985 stated:

> As part of a broad-based strategy to reduce the deficit and stimulate economic growth, the federal government is proposing to limit the rate of growth of transfers to the provincial governments in order to effect savings amounting to about $2 billion in 1990-91.

Initially, it was unclear when the cuts would begin and whether this was a cumulative $2 billion or $2 billion for the fiscal year 1990-91. Later in 1985, it became clear that the EPF formula was to be changed in such a way that the savings would start in the 1986-87 fiscal year. The change would mean a saving for the federal government of $2 billion in 1990-91. This would represent an accumulative loss to the provinces of nearly $6 billion between 1986-87 and 1990-91. Roughly 32% of this cutback — over $1.5 billion — could be attributed to the post-secondary side of the EPF transfers.

CAUT strongly opposed this policy, noting that it had been imposed unilaterally on the provinces despite Conservative promises to restore harmony between the two levels of government.

While the federal government was making this decision, it received a report on post-secondary education commissioned by the previous government. The report, written by Dr. A.W. Johnson, reviewed the federal role in higher education. Dr. Johnson stated that the present arrangement of EPF could not continue. He called the situation a "malaise" and a continuing problem in federal/provincial relations. His report laid out a number of alternatives. Dr. Johnson seemed to prefer the alternative which called for the reconditionalization of the federal transfers by tying any federal increases in their transfer payments to provincial increases in operating grants. CAUT and the ten provincial faculty associations agreed with Dr. Johnson's analysis but favoured the CAUT proposal for incentive payments to the provinces.

The government also received advice in the form of a number of reports dealing with higher education. The MacDonald Royal Commission suggested that the current system of transfers to the provinces for post-secondary education be replaced by a voucher system by which the funds would be passed to the universities through the students. The Task Force on Federal Policies and Programs for Technology Development (the Wright Report) suggested that EPF funds be moved to direct federal research grants.

The new government appeared very unclear about the direction it wished to pursue in this area. The first Secretary of State, Walter McLean, pushed for a stronger federal role. Mr. McLean tried to get his provincial counterparts to address the issues raised by Dr. Johnson's report. The minister himself seemed to support the recommendation of re-tying federal transfers to provincial increases.

The second Conservative Secretary of State, Benoît Bouchard, at times talked about the federal government "washing its hands" in this area:

> Je ne suis pas responsable des collèges ni des universités, nous transférons l'argent aux provinces et elles décident.

But at other times Mr. Bouchard suggested a larger role for the federal government.

> Le gouvernement fédéral a un rôle à jouer en éducation qui est plus grand que de simplement fournir de l'argent aux provinces sans vérifier où vont les fonds.

The Neilsen Task Force also had a Study Team reviewing this area. Though the Study Team made no clear recommendations on the future of EPF, it did set out the alternatives (which were basically the alternatives stated in the Johnson Report). The major alternatives were:

- ☐ the status quo with or without some minor modification of EPF;
- ☐ complete federal withdrawal from this area with or without additional federal monies for the provinces;
- ☐ a new system of delivering the federal funds, i.e. direct funding to institutions, funding through the students, funding through research, etc.

The MacDonald Royal Commission opted for alternative three by suggesting the replacement of EPF by direct funding through the students in the form of higher fees with a voucher system and possible contingency repayment loans system. The government did not officially respond to this suggestion.

At the first ministers' meeting in November 1985, the then Premier of Quebec, Pierre-Marc Johnson, proposed that the federal and provincial governments sign a contract to govern the operation of the equalization and EPF programs which would prevent unilateral change.

The federal government finally passed the legislation to cut back on the federal trans-

See PSE/20

Public Relations — U. of Waterloo

Brian Mulroney on a visit to the University of Waterloo earlier this year: the Prime Minister chats up the universities, but is he going to deliver the goods?

TABLE 1
IMPACT OF PROPOSED EPF CUTS

	EPF PER CAPITA	CANADA POPULATION	EPF WITH CUTS	TOTAL LOSS* '000	LOSS TO PSE** '000
86-87	$666.10	25607.7	$653.65	$318,918	$91,530
87-88	$706.86	25863.8	$680.58	$679,798	$195,102
88-89	$742.49	26122.4	$701.27	$1,076,877	$309,064
89-90	$777.61	26383.6	$720.41	$1,509,137	$433,122
90-91	$813.92	26647.5	$739.65	$1,979,235	$568,040
CUMULATIVE TOTAL 86-87 TO 90-91				$5,563,965	$1,596,858

* — is total loss for all established programs financing
** — is loss for post-secondary part of EPF only (28.7% of the total)
Population estimates (1986-1990) assume growth of 1% per year
EPF with cuts assumes growth of 2% less than escalator currently used in the formula

TABLE 2
CUMULATIVE IMPACT OF PROPOSED EPF CUTS BY PROVINCE 1986-87 TO 1990-91

	POPULATION '000		TOTAL LOSS	PSE LOSS '000
NFL	586.3	2.3%	$128,950	$37,009
PEI	126.4	0.5%	$27,800	$7,979
NS	876.8	3.5%	$192,842	$55,346
NB	719.0	2.8%	$158,135	$45,385
QUEBEC	6588.9	26.0%	$1,449,149	$415,906
ONTARIO	9040.4	35.7%	$1,988,327	$570,650
MANITOBA	1066.1	4.2%	$234,476	$67,295
SASK	1020.3	4.0%	$224,403	$64,404
ALBERTA	2362.2	9.3%	$519,537	$149,107
B C	2907.1	11.5%	$639,382	$183,503
TOTAL	25293.5	100.0%	$5,563,000	$1,596,581

caut acpu Questionnaire 1984

Does your party support the continuation of the Established Programs Financing Act in its present form insofar as it deals with post-secondary education? If not, what do you think should replace EPF transfers to the provinces for post-secondary education?

LIB

The Liberal Party has been concerned that federal funds being transferred to the provinces for post-secondary education are being redirected by most of the provinces to purposes other than education. Mr. Turner has said: "We must meet with the provinces to ensure that our post-secondary educational funding, grants and student aid is channelled properly by the provinces and is not reduced."

PC

Yes, we support fully the original 1977 funding formula and the legislation providing for that. The only caveat is that losses under 6 & 5 restraint cannot be compensated. We do, however, accept the de facto division of post-secondary education from health provided for in Bill C-12.

NDP

The NDP does not support the current EPF formula for funding post-secondary education. In fact, we opposed the adoption of this formula in 1977 predicting the current funding/accountability crisis. A new formula must be derived from a new national concensus on the role of the post-secondary education system in Canada. Consideration should be given to the creation of a national council on post-secondary education, with representation from the federal and provincial governments and post-secondary institutions, with the purpose of informing public debate and, possibly, granting money to provinces and/or institutions. The full participation of the provinces is essential.

Les transferts fiscaux

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comportait aussi un groupe d'étude chargé de se pencher sur ce secteur. Bien que le groupe d'étude n'ait formulé aucune recommandation certaine sur l'avenir du FPE, il a toutefois proposé des solutions qui sont essentiellement celles exposées dans le rapport Johnson. Voici les principales solutions:

☐le statu quo avec ou sans modifications mineures au FPE;

☐le retrait complet du fédéral dans ce secteur avec ou sans crédits supplémentaires versés aux provinces;

☐une nouvelle méthode d'octroi des crédits fédéraux, c'est-à-dire financement direct aux établissements d'enseignement, financement par l'entremise des étudiants, financement par la recherche, etc.

La Commission Mac-Donald a choisi la troisième solution en proposant de remplacer le FPE par un financement direct en se servant des étudiants comme intermédiaires. Ce financement direct se traduirait par une hausse des frais de scolarité accompagnée d'une formule de bons d'études et un programme de remboursement possible des prêts. Le gouvernement n'a pas répondu officiellement à cette proposition.

Lors de la première rencontre des premiers ministres provinciaux en novembre 1985, M. Pierre-Marc Johnson, alors premier ministre du Québec, a proposé que les gouvernements fédéral et provinciaux ratifient une entente qui régirait le fonctionnement de la péréquation et les programmes du FPE dans le but de prévenir les modifications unilatérales.

En juin 1986, le gouvernement fédéral a adopté une loi visant à réduire les paiements de transfert. Aux termes de la loi, le facteur de progression du FPE sera réduit de 2% chaque année à partir du niveau en vigueur avant les modifications. Tous les secteurs du programme du FPE seront touchés, y compris la santé et l'enseignement postsecondaire, ce qui entraînera des "économies cumulatives de 6 milliards de dollars entre 1986 et 1991. Les conséquences de cette mesure sur les provinces et les "économies" que fera le gouvernement fédéral figurent au tableau 1.

Les Conservateurs, à l'adoption de la loi, ont invoqué le besoin d'économiser afin de diminuer le déficit. Ils ont également affirmé qu'ils garantissaient des hausses du FPE pendant cinq ans plus ou moins fondées sur le coût de la vie. Cette garantie était plus généreuse que le financement de la plupart des autres programmes du fédéral. Pierre Vincent, secrétaire parlementaire du ministre des Finances, a déclaré:

> Nous ne faisons pas que réduire les transferts aux provinces. Nous ralentissons seulement la croissance des transferts du gouvernement fédéral aux provinces (. . .) Notre dette nationale s'élève maintenant à plus de 200 milliards de dollars.

Le Comité du sénat sur les finances nationales a publié un rapport sur l'enseignement postsecondaire le 25 mars 1987. Le rapport demandait l'abandon des dispositions prévues actuellement par le FPE. Le rapport recommandait de mettre un terme aux transferts et de léguer aux provinces l'entière responsabilité de l'enseignement postsecondaire. Il était entendu que les provinces jouiraient de ressources financières adéquates bien que les détails à ce sujet n'aient pas été clairement précisés dans le rapport.

Le Comité a recommandé que le gouvernement fédéral utilise ses fonds pour augmenter l'aide financière pour la recherche, y compris les frais qui en découlent indirectement. Le Comité a également encouragé la création d'un nouveau programme de 100 millions de dollars par an pour financer des centres sur les sciences naturelles dans des universités sélectionnées.

Certains organismes comme l'ACPU, l'AUCC et la Fédération canadienne des étudiants se sont opposés à la recommandation que le gouvernement fédéral se retire du FPE.

En mai 1987, un groupe de travail du parti libéral a également émis un certain nombre de recommandations sur l'enseignement postsecondaire. Le rapport recommandait la création d'un conseil fédéral/provincial sur l'enseignement supérieur. Ce rapport demandait au parti libéral de s'engager à fournir des fonds suffisants à l'enseignement postsecondaire. En outre le même rapport recommandait que les plans quinquennaux des conseils de subvention soient intégralement financés.

L'orientation politique du gouvernement fédéral demeure inchangée. De plus, il est peu probable que le gouvernement modifie le FPE durant le processus de ratification des accords du lac Meech. Les conséquences de ces accords sur le financement des universités feront l'objet de discussions durant l'assemblée du Conseil de l'ACPU en septembre, au Colloque national de Saskatoon en octobre, et dans un numéro spécial du *Bulletin de l'ACPU* prévu en novembre.

caut acpu Questionnaire 1984

Quel rôle votre parti entrevoit-il pour le gouvernement fédéral dans le domaine de l'enseignement postsecondaire? Votre parti préconise-t-il le maintien de l'engagement financier actuel du gouvernement fédéral vis-à-vis de l'enseignement postsecondaire? Avez-vous l'intention de travailler avec les provinces à l'accroissement des budgets aux deux paliers de gouvernement?

Parti libéral

Le principal rôle du gouvernement fédéral dans le domaine de l'enseignement postsecondaire est de s'assurer que les universités et collèges obtiennent un financement adéquat pour leur permettre de s'acquitter de leur rôle capital en offrant aux Canadiens des services d'enseignement général et spécialisé. Le gouvernement fédéral n'a pas seulement maintenu les budgets consacrés à l'enseignement postsecondaire; il les a plus que doublés depuis la mise sur pied du programme, ce qui démontre l'engagement du Parti libéral à l'égard de l'enseignement postsecondaire.

Parti progressiste-conservateur

Le Parti progressiste-conservateur entrevoit pour le gouvernement fédéral un double rôle dans le domaine de l'enseignement postsecondaire; d'une part, assurer un financement permanent des frais d'exploitation de base du système d'enseignement postsecondaire, dans le cadre du financement des programmes établis et, d'autre part, promouvoir certaines priorités sur le plan de l'enseignement postsecondaire grâce à des subventions de recherche, à des programmes de formation, au financement d'institutions fédérales et à des consultations auprès des ministres provinciaux de l'Éducation, conformément à l'entente initiale de 1977 sur le financement des programmes établis. Des représentants des associations de professeurs et d'étudiants devraient participer à ces consultations.

Nous sommes résolus à maintenir l'engagement financier actuel du gouvernement fédéral, selon la formule établie dans l'entente de 1977. Il ne sera pas possible de compenser les pertes subies par suite de l'imposition rétroactive du programme de restriction des 6 et 5 pour cent (projet de Loi C-12).

Nous croyons que le financement de l'enseignement postsecondaire est une priorité importante pour les deux paliers de gouvernement. Dans la conjoncture économique actuelle, il est difficile de justifier une augmentation importante pour un programme de dépenses. Nous estimons qu'en consultant étroitement toutes les parties intéressées, on devrait pouvoir sensibiliser le public à la nécessité d'affecter des budgets adéquats à l'enseignement postsecondaire, tout en créant la volonté politique d'encourager les gouvernements à accroître leurs dépenses dans ce domaine.

Nouveau Parti démocratique

Le gouvernement fédéral devrait non seulement maintenir son engagement financier vis-à-vis de l'enseignement postsecondaire mais aussi accroître celui-ci dans le cadre d'une stratégie incitant les provinces à faire de même. Oui, nous avons l'intention de nous concerter avec les provinces en vue d'accroître les budgets des deux paliers de gouvernement.

Funding of PSE

From page 19

fers in June 1986. The bill called for the escalator in EPF to be cut by 2% each year from what it would have been without the change. This would apply to all parts of the EPF program — both the health and post-secondary programs — and would yield a cumulative "savings" of some $6 billion between 1986 and 1991. The impact on the provinces and the "savings" to the federal government are listed in table 1.

In passing this bill, the Conservatives argued that they needed to save funds to lower the deficit. They also argued that they were guaranteeing increases in EPF for five years based more or less on the cost of living and that this was more generous than the funding of most other federal programs these days. As Pierre Vincent, Parliamentary Secretary to the Minister of Finance, stated:

> We are not making cutbacks in transfers to the provinces. We are only slowing the growth of transfers made by the federal government to the provinces...Now we have a national debt of over $200 billion.

The Senate Committee on National Finance issued a report on Post-secondary education on March 25, 1987. The report called for the abandonment of the current EPF arrangements. The report recommended that the transfers be terminated and responsibility for post-secondary education be turned over completely to the provinces. The provinces would also be given adequate financial resources to fund the higher education sector though the details were not spelled out in the report.

The Committee recommended that the federal government use its funds to increase support for research including paying the indirect costs of research. The Committee also supported the creation of a new $100 million a year program to fund centres for natural science at selected universities.

The recommendation that the federal government withdraw from EPF was opposed by groups such as CAUT, AUCC and the Canadian Federation of Students.

In May 1987, a Liberal Party Task Force also released a number of recommendations on Post-secondary education. The report called for a federal/provincial council on higher education. The report called on the Liberal Party to pledge to provide adequate funding for post-secondary education. In addition, the report recommended that the 5 year plans of the federal granting councils should be fully funded.

In an interview in the *CAUT Bulletin*, Mr. Turner repudiated the Senate report.

The policy direction for the federal government remains unchanged. Moreover, the government is unlikely to make any changes in EPF while the ratification process on the Meech Lake Accord is ongoing. What effect that accord will have on university financing will be discussed at the CAUT Council in September, at the National Forum in Saskatoon in October and in a special feature in the *CAUT Bulletin* in November.

caut acpu Questionnaire 1984

What role does your party envision for the federal government in the area of post-secondary education? Is it your party's policy to sustain the current federal commitment in financial terms to post-secondary education? Do you intend to work with the provinces to increase funding from both levels of government?

Liberals

The major role for the federal government in the area of post-secondary education is to ensure that universities and colleges get adequate funding to enable them to carry out the vital part they play in providing both specialized and general education to Canadians. Federal funding to post-secondary education has not just been sustained by the Liberal government but has more than doubled since the program started, which is evidence of the Liberal Party's commitment to post-secondary education.

Progressive Conservatives

The Progressive Conservative Party sees a dual role for the federal government in post-secondary education: to see that there is on-going funding for basic operating costs for the post-secondary system through Established Programs Financing; and to promote particular priorities in post-secondary education through research grants, training programs, funding of federal institutions, and consultation with provincial Ministers of Education, as provided for in the original 1977 Established Programs Financing Agreement. These consultations should include representatives of faculty and student associations.

We are committed to sustaining the current federal financial commitment, according to the formula set out in the 1977 Agreement. It will not be possible to compensate for losses incurred as a result of the retroactive imposition of 6 & 5 per cent guidelines (Bill C-12).

We believe that financing of post-secondary education is an important priority for both levels of government. In current economic circumstances it is difficult to justify significant increases in any expenditure program. We believe that close consultation with all those affected should raise public consciousness of the need for appropriate funding for post-secondary education, and provide the political will to encourage governments to spend more in this area.

New Democrats

The federal government should not only sustain the current financial commitment to post-secondary education but increase that commitment as part of an incentive strategy to encourage increases in provincial funding as well. Yes, we intend to work with the provinces to increase funding from both levels of government.

Human rights concerns on Tory agenda

CAUT REPORT

by Victor W. Sim
CAUT Associate Executive Secretary

The Progressive Conservative government has indicated that it will act to protect human rights in several areas of interest to Canadian faculty members. Mandatory retirement in the federal public service has been abolished. This will apply to civilian faculty members teaching in the military colleges. The government will also move to ban sexual orientation as a legitimate ground for discrimination in all areas of federal jurisdiction.

Other government actions, first proposed by Finance Minister Michael Wilson in his 1985 budget, maintain Canada Pension Plan benefits to surviving spouses who remarry, split CPP benefits between spouses on marriage breakdown, and require equal periodic pension payments to men and women who retire in identical circumstances by the use of "annuity factors which do not discriminate on the basis of sex". This last has been a long-standing policy objective of CAUT. Many women faculty members with equal service still receive smaller monthly pension cheques than men.

Government actions, on these and other matters are based on recommendations contained in the report of the House of Commons Subcommittee on Equality Rights. The subcommittee, chaired by MP Patrick Boyer, was established to examine the implications for human rights in Canada of section 15 of the Canadian Charter of Rights and Freedoms which came into force on April 15, 1984. Its report, entitled Equality for All, was issued in October 1985. The government response to the report was published in early summer 1986.

Many of the matters raised in a brief submitted to CAUT were supported by the subcommittee and have been endorsed by the government. There is agreement in principle that part-time employees under federal jurisdiction should be able to participate in employer-sponsored pension and insurance plans.

The federal Employment Equity Act was proclaimed in August, 1986. A related Cabinet directive known as the Federal Contractor's Program now requires employers, including universities, employing more than 100 people who wish to bid on government contracts worth $200,000 or more to sign Certificates of Committment indicating intent to implement gram now requires employers, including universities, employing more than 100 people who wish to bid on government contracts worth $200,000 or more to sign Certificates of Committment indicating intent to implement employment equity programs according to criteria specified under FCP. The criteria require employers to identify and remove discriminatory barriers; to improve participation rates through hiring, training and promotion policies; to establish internal goals and timetables; and to document the implementation of the equity programs.

Four universities (Toronto, Waterloo, Windsor and York) have signed Certificates of Committment and will be expected to implement employment equity programs. Other large universities which have in the past held government contracts are likely also to sign certificates.

Rebecca Coulter of Athabasca University, and a member of the CAUT Status of Women Committee, reviewed the Act and the cabinet directive in the June, 1987 issue of the *Bulletin*. She feels there are a number of areas of uncertainty in the Federal Contractor's Program. It is not clear what will be required to fully comply. There is also a lack of clarity in how the program will be integrated with provincial human rights legislation. Employment Equity Consultants are provided free of charge by local offices of Employment and Immigration Canada. There are, however, only five inspectors across the country to monitor the implementation of the program.

The National Action Committee for the Status of Women has expressed concern that the contract compliance regulations will be ineffective since they will not be mandatory on employers and will not be enforced by an independent commission. Judge Rosalie Abella recommended both in her report on employment equity issued in 1985.

The federal government has endorsed "equal pay for work of equal value" and approves efforts by Statistics Canada to gather statistics which will permit reliable estimates of the extent of discrimination in employment and assessment of the improvements which are taking place.

The government has recognized the need for "accessible affordable child care". The report of the Special Parliamentary Committee on Child Care was published in March, 1987. The Committee recommended replacing the current income tax child care expenses deduction with a tax credit and recommended, also, that the resulting increase in revenue to the provinces be used to provide additional subsidies to low and middle income families. The Committee recommended a liberalization of the present maternity and parental benefits available under the Unemployment Insurance Act and passage of a Child Care Act to provide federal capital and operating funds to licensed child care centres. Finally, the Committee recommended the creation of a $4 million research fund to encourage research into child care in Canada.

Lucie Pepin, the Liberal member of the Committee, in a minority report, indicated that she believes Canada should have a national program of child care similar to programs which already exist in health and postsecondary education. Margaret Mitchell, the NDP member of the Committee, also in a minority report, opposes individual subsidies through the tax system. She recommends direct capital and operating grants to the provinces for up to five years to provide new facilities and services for child care and to improve the wages and benefits of child care workers. CAUT submitted a brief on needs in this area to the parliamentary body and the CAUT will be discussing this issue in September.

On the international scene, the 1986 CAUT Council urged universities to end their investments in companies that do business with South Africa. The Conservative government has strongly opposed apartheid and has tried to orchestrate a joint Commonwealth approach to put pressure on South Africa to change its policies. Its critics in the NDP and Liberal Parties have demanded more vigorous action against South Africa. It is clear that the overwhelming majority in the House of Commons support action against the government of South Africa and that the only debate is on the modalities and the merits of unilateral action by Canada.

Les Tories en faveur des droits égaux

ARTICLE DE L'ACPU

par Victor W. Sim
Secrétaire général associé de l'ACPU

Le gouvernement progressiste-conservateur a fait savoir qu'il protégerait les droits des professeurs canadiens dans plusieurs secteurs les touchant. La retraite obligatoire a été abolie au sein de la Fonction publique fédérale. Cette mesure s'appliquera aux professeurs civils exerçant dans les collèges militaires. Le gouvernement prendra des mesures pour interdire que soit invoquée l'orientation sexuelle comme motif légitime de discrimination dans tous les secteurs de compétence fédérale.

Lors du discours du budget de 1985, le ministre des Finances, M. Michael Wilson, a annoncé d'autres mesures que le gouvernement se propose de mettre en oeuvre. Ainsi, les survivants qui se remarient pourront continuer de toucher les prestations du Régime de pensions du Canada et ces dernières seront réparties entre les conjoints à la dissolution du mariage. En outre, les hommes et les femmes qui prendront leur retraite dans des circonstances identiques recevront des prestations de montant égal à l'aide de "facteurs de rente qui ne feront pas de discrimination en fonction du sexe". Cette dernière mesure figure depuis longtemps dans les objectifs de l'ACPU. De nombreuses professeures, dont les années de service équivalent à celles de leurs confrères, touchent encore des chèques de pension mensuels inférieurs.

Les mesures du gouvernement s'inspirent des recommandations du rapport du Sous-comité de la Chambre des communes sur les droits à l'égalité. Le sous-comité, présidé par M. Patrick Boyer, député, a été mis sur pied dans le but d'étudier les conséquences de l'article 15 de la Charte canadienne des droits de la personne, entré en vigueur le 15 avril 1985, sur les droits de la personne au Canada. Le rapport, intitulé *Égalité pour tous*, a été rendu public en octobre 1985. Le gouvernement a fait connaître sa réponse au rapport au début de l'été 1986.

Le sous-comité a appuyé nombre des points soulevés dans le mémoire que l'ACPU a soumis et le gouvernement les a acceptés. Les parties s'entendent en principe sur le fait que les employés à temps partiel relevant du fédéral devraient pouvoir participer aux régimes d'assurance et de retraite auxquels cotisent les employeurs.

La Loi fédérale sur l'équité en matière d'emploi a été promulguée en août 1986. Une directive du Cabinet connue sous le nom de Programme de contrats fédéraux, exige dorénavant que les employeurs, y compris les universités, employant plus de cent personnes et désirant soumettre au gouvernement des contrats de 200 000 $ ou plus, signent des attestations d'engagement à mettre en oeuvre l'équité en matière d'emploi selon les critères indiqués dans le PCF. Ces critères exigent que les employeurs identifient les barrières discriminatoires et les éliminent; qu'ils améliorent le taux de participation par des politiques de recrutement, de formation et de promotion; qu'ils établissent des objectifs et des calendriers internes; qu'ils documentent la mise en oeuvre des programmes d'équité.

Quatre universités (Toronto, Waterloo, Windsor et York) ont signé des attestations d'engagement et seront tenues de mettre en oeuvre les programmes d'équité en matière d'emploi. D'autres universités importantes qui ont déjà eu des contrats avec le gouvernement sont susceptibles de signer également des attestations.

Mme Rebecca Coulter de l'Université d'Athabasca, et membre du Comité de l'ACPU du statut de la femme, a étudié la Loi et la directive du Cabinet dans le numéro du *Bulletin* de juin 1987. Elle est d'avis que le Programme des contrats fédéraux comporte quelques aspects incertains. La manière dont on doit s'y conformer n'est pas clairement définie, ni celle par laquelle le programme sera intégré à la législation provinciale sur les droits de la personne. Les bureaux régionaux d'Emploi et Immigration Canada offrent gratuitement les services d'experts sur l'équité en matière d'emploi. Il n'y a cependant que cinq inspecteurs à l'échelle du pays pour vérifier la mise en oeuvre du programme.

D'après le Comité canadien d'action sur le statut de la femme, le projet de loi sur l'obligation contractuelle qui exigerait des employeurs fournissant des biens et services au gouvernement fédéral de mettre sur pied des programmes efficaces d'action positive n'aurait aucun effet puisqu'il ne serait pas obligatoire et ne serait pas mis en application par une commission indépendante. Le juge Rosalie Abella a recommandé ces deux principes dans son rapport sur l'égalité en matière d'emploi rendu public en 1985.

Le gouvernement a accepté le principe de "à travail égal, salaire égal" et approuve l'initiative de Statistique Canada visant à recueillir des statistiques qui permettront d'estimer de façon fiable l'étendue de la discrimination dans l'emploi et d'évaluer les améliorations apportées.

Le gouvernement a reconnu le besoin de "services de garde accessibles et abordables." Le rapport du Comité parlementaire spécial sur la garde d'enfants a été publié en mars 1987. Le Comité a recommandé de remplacer l'actuelle déduction pour frais de garde d'enfants par un crédit d'impôt et a également recommandé que la conséquente augmentation des revenus pour les provinces soit utilisée pour fournir des subventions aux familles à revenus moyens ou faibles. Le Comité a recommandé une libéralisation des primes de maternité ou parentales accordées par la Loi sur l'assurance-chômage et la promulgation d'une loi sur la garde d'enfants pour fournir aux garderies autorisées le capital et les fonds d'exploitation. Enfin, le Comité a recommandé la création d'un fonds de recherche de 4 millions de dollars pour pro-

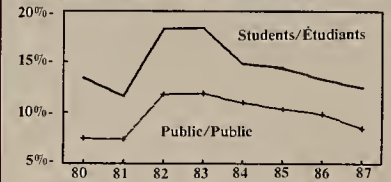
Voir DROITS/36

Étudiants: recommandations en suspens

ARTICLE DE L'ACPU

UNEMPLOYMENT RATE STUDENTS/PUBLIC
TAUX DE CHÔMAGE ÉTUDIANTS/PUBLIC

UNEMPLOYMENT RATE FOR JULY OF EACH YEAR/TAUX DE CHÔMAGE POUR LE MOIS DE JUILLET DE CHAQUE ANNÉE



Students: Returning Students 15-24 years old
Étudiants: Étudiants retournant aux études, 15-24 ans

par Richard Bellaire
ACPU

Pendant les années 1960, le gouvernement fédéral a entrepris d'aider financièrement les étudiants du secteur postsecondaire, à cause de la croissance rapide de leur nombre, en mettant à leur disposition le Programme canadien de prêts aux étudiants et divers programmes d'emplois d'été.

Le Programme canadien de prêts aux étudiants est entré en vigueur en 1964. Aux termes du programme actuel, le gouvernement fédéral garantit des prêts aux étudiants que les provinces et les territoires autorisent. (La plupart des provinces et des territoires offrent une combinaison de bourses et de prêts dont la valeur diffère d'un endroit à l'autre). Les prêts sont versés aux étudiants par l'entremise des banques et autres institutions prêteuses et le gouvernement fédéral paie les intérêts pendant toute la durée des études des étudiants à temps plein et pendant six mois après la fin de leurs études. Une disposition spéciale permet aux étudiants de ne pas rembourser leurs prêts d'études immédiatement s'ils ont de la difficulté à se trouver du travail.

Le prêt hebdomadaire maximum pour un étudiant à temps plein est de 105$ jusqu'à concurrence de 520 semaines d'études. Les étudiants à temps partiel ont également droit à une aide financière limitée.

Les dernières modifications importantes apportées au Programme canadien de prêts aux étudiants remontent en 1983, avant l'arrivée au pouvoir du gouvernement actuel. Les Conservateurs n'ont apporté qu'une modification significative au programme. En effet, ils ont bloqué à 105$ le niveau hebdomadaire des prêts dans le cadre de la revue des programmes de l'Énoncé économique de novembre 1984. Cette mesure a permis de diminuer les dépenses prévues au titre du programme de quelque 5 millions de dollars. Ce taux hebdomadaire maximum est encore en vigueur pour l'exercice financier de 1986-1987.

Le coût total du programme du gouvernement fédéral dépend du nombre d'étudiants qui demandent des prêts et du niveau de ces prêts. On prévoit que le programme canadien de prêts aux étudiants coûtera 370 000 $ au gouvernement fédéral dans l'exercice financier de 1987-88 et aidera 250 000 étudiants du secteur postsecondaire.

Dans le chapître de son rapport où elle traite de l'enseignement postsecondaire, la Commission MacDonald se demande si le coût de l'éducation devrait être haussé en augmentant les frais de scolarité et le Programme canadien de prêts aux étudiants proportionnellement ou en instaurant un Programme de remboursement. En Ontario, la Commission Bovey a recommandé un programme de remboursement fédéral-provincial.

Le Groupe d'étude Nielsen sur l'éducation et la recherche s'est également penché sur le Programme d'aide financière et a recommandé que le gouvernement fédéral se retire de ce secteur et qu'il cède aux provinces l'entière responsabilité de l'aide financière aux étudiants. Toutefois, en vertu de ce projet, le gouvernement fédéral verserait aux provinces une subvention qui servirait à financer le programme. Le comité permanent compétent de la Chambre des communes examinera cette recommandation ainsi que d'autres suggestions du groupe de travail.

Le Comité du sénat sur les finances nationales, dans son rapport de mars 1987, a préconisé l'étude du rôle des deux niveaux de gouvernement par une revue parlementaire.

Le groupe d'étude libéral sur l'enseignement postsecondaire a recommandé que le gouvernement fournisse non seulement des prêts, mais aussi des bourses.

Jusqu'à présent, le gouvernement conservateur n'a pas modifié la structure du Programme canadien de prêts aux étudiants.

Le gouvernement fédéral a aidé les étudiants dans un autre domaine important soit celui des emplois d'été. En novembre 1984, dans le cadre des compressions générales annoncées, le gouvernement fédéral a supprimé le programme d'emplois d'été en faisant savoir qu'il le remplacerait. Ce n'est que le 6 février 1985 que le programme substitut, soit Défi '85, était lancé. Ce programme consistait, en fait, en huit programmes distincts, notamment des subventions aux employeurs pour payer les salaires des étudiants, l'embauche d'étudiants par les ministères fédéraux, la Gendarmerie royale, etc.

Le ministre de l'Emploi, Mme Flora MacDonald, a souligné l'immense succès remporté par le programme Défi '85 qui a créé 100,000 emplois, 14,000 de plus qu'en 1984. La Fédération canadienne des étudiants a critiqué les résultats du programme en invoquant la hausse du taux de chômage pour les étudiants retournant aux études.

Défi '86 a soulevé un certain nombre de critiques:

- Le financement du programme est passé de 205 millions de dollars à 180 millions de dollars, ce qui signifiait, en tenant compte de l'inflation, des compressions de 33 millions de dollars en termes réels;
- Des fonds limités étaient mis à la disposition des groupes communautaires et à but non lucratif et les régions aux prises avec un taux de chômage élevé ne disposaient que de programmes spéciaux limités;
- La Fédération canadienne des étudiants s'est inquiétée du fait que le gouvernement se soit servi du recensement de 1986 pour créer des emplois d'été dans le cadre de Défi '86. Le moment choisi pour la formation des étudiants ne convenait pas aux diplômés des universités et des collèges communautaires.

La Fédération canadienne des étudiants a également critiqué le fait que Défi 87 ait été annoncé tardivement et que le niveau de financement n'ait pas été augmenté par rapport à 1986.

Bien que le taux de chômage des étudiants retournant aux études a diminué depuis les dernières années, il demeure cependant plus élevé que le taux de chômage national. Par ailleurs, ces taux varient beaucoup d'une province à l'autre, l'Ontario possède ainsi le taux de chômage le plus bas, et les provinces de l'Atlantique celui le plus élevé.

Le gouvernement a mis fin, en outre, au programme Katimavik. En réaction à cette mesure, le sénateur Jacques Hébert a fait une grève de la faim pendant 21 jours. Le sénateur a également présidé le Comité sénatorial spécial sur la jeunesse dont le rapport qualifie de "crise" la situation actuelle des jeunes au Canada. Le comité a recommandé au gouvernement d'accroître les programmes dans les secteurs de la formation, de l'éducation, de la création d'emplois et autres.

Le Groupe d'étude Nielsen a également formulé des recommandations dans deux autres domaines touchant les jeunes. Il a proposé que le gouvernement fédéral offre une aide financière directe aux étudiants Indiens au même titre que tous les Canadiens par l'entremise de programmes d'aide financière aux étudiants. Le gouvernement s'engagerait alors à rembourser les provinces qui aident financièrement les étudiants Indiens.

Le groupe a en outre proposé que le gouvernement fédéral envisage d'intégrer les étudiants des collèges militaires aux universités.

Lors de son assemblée annuelle en mai dernier, le Conseil de l'ACPU a adopté un énoncé de principes qui préconise aucun frais de scolarité et un Fonds spécial d'accès aux études dans lequel les universités pourraient puiser pour réduire les barrières non monétaires qui empêchent certains étudiants d'accéder aux études. L'énoncé de principes rejette également le projet de bons d'études et le programme de remboursement de la Commission MacDonald.

THE UNIVERSITY OF MANITOBA

invites applications and nominations
for the position of
DEAN, FACULTY OF HUMAN ECOLOGY

The Faculty of Human Ecology at the University of Manitoba has a complement of 26 FTE academic staff. The Faculty offers programs leading to the degree of Bachelor of Human Ecology (with major areas in clothing & textiles, family studies and foods & nutrition; alternately students may complete a comprehensive option. Programs leading to master's degrees in the major areas are also offered. In addition, a program leading to the Ph.D. degree is offered jointly by the Department of Foods & Nutrition and certain departments of the Faculty of Agriculture.

December 1986 enrolment in the Faculty is 511 full-time and 170 part-time undergraduates and 40 full-time and 7 part-time graduate students.

Candidates should have a commitment to development of the fields represented in the faculty and to excellence in teaching and research. They should have strong leadership ability and be capable of interacting effectively with the professions. Successful administrative experience is an asset.

The position is currently open. The appointment is expected to commence July 1, 1988, or as soon as possible thereafter and will be for a term of normally 5 years. Reappointment is possible under the University's policies.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications (with the names of 3 persons from whom confidential references may be obtained), nominations and suggestions will be received until October 26, 1987 and should be forwarded to: **Prof. M. Valsey-Genser, Associate Vice-President, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.**

Cancer Centre Director

The Ontario Cancer Treatment and Research Foundation invites applications for the position of Director of the Ottawa Regional Cancer Centre associated with the Ottawa and Carleton Universities and the Ottawa Civic and Ottawa General Hospitals, Ottawa, Ontario, Canada. The Centre currently sees over 3,000 new cancer cases per year. The program includes multidisciplinary consultation with all oncologic subspecialities and provides facilities for radiotherapy, chemotherapy, research and teaching.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The post is available July 1, 1988. Salary is open to negotiation.

Applications with curriculum vitae and a list of three referees should be forwarded to:

Dr. J.W. Meakin,
Executive Director, The Ontario
Cancer Treatment and Research
Foundation, 7 Overlea Boulevard,
Toronto, Ontario,
Canada, M4H 1A8
(416) 423-4240

Federal funds tight for student aid plan

CAUT REPORT

by Richard Bellaire
CAUT staff

With the rapid expansion of post-secondary enrolment in the 1960s, the federal government became involved in providing financial assistance to post-secondary students in the form of the Canada Student Loans Plan (CSLP) and various summer employment programs.

The Canada Student Loans Plan came into force in 1964. Under the current program, the federal government guarantees student loans authorized by the provinces and territories (most provinces and territories provide a combination of grants and loans the value of which varies by province). The loans are made to students by the chartered banks and other lenders and the federal government pays the interest on the loans for full-time students while these students continue their studies and for six months afterwards. There is a special provision for extra relief for those graduates experiencing unemployment.

The weekly loan limit for full-time students is $105 and there is a maximum limit of 520 weeks for each student. There is also limited support for part-time students.

The last major set of changes to the Canada Student Loan Plan occurred in 1983 before the new government took office. The new government made only one significant change to the operation of the CSLP — it froze the weekly level of loans at $105 as part of the Program Review/Economic Statement of November 1984. This action reduced expected expenditures on the program by some $5 million. This weekly maximum rate remains in effect for the 1986-87 fiscal year.

The total cost of the program to the federal government is dependent on the number of students requesting loans and the level of those loans.

It is estimated that the CSLP will cost the federal government about $370,000,000 in 1987-88 and assist nearly 250,000 post-secondary students.

The MacDonald Royal Commission, in the section of their report on post-secondary education, discussed the question of whether the cost of education to the students should be raised by increasing student fees with a corresponding increase in the Canada Student Loans Plan or the introduction of a Contingency Repayment System. The Bovey Commission in Ontario recommended a federal/provincial contingency payment scheme.

The Nielsen Study Team on Education also looked at the Student Aid Program and they recommended that the federal government withdraw from this area leaving student aid entirely to the provinces. However, under this proposal, the federal government would provide the provinces with a grant to financially support the operation of the system. This recommendation, as with other suggestions of the Task Force, will be reviewed by the appropriate House of Commons' Standing Committee.

The Senate Committee on National Finance, in their report of March 1987 called for a parliamentary review of student assistance in Canada to look at the role of the two levels of government.

The Liberal Task Force on Post-secondary education recommended the federal government provide grants as well as loans.

To date the Conservative government has made no change to the structure of the Canada Student Loans Plan.

The other major area where the federal government has aided students is in the area of summer jobs. In November 1984, as part of the general cutbacks announcement, the federal government eliminated its summer jobs program for students but indicated that there would be something to replace the cancelled program. It was not until February 6, 1985 that the replacement program, *Challenge '85*, was outlined. The *Challenge '85* program actually consisted of eight separate programs, such as wage subsidies, hiring by federal governments, RCMP staff, etc.

The Minister of Employment, Flora MacDonald, claimed a major success for *Challenge '85* with a reported 100,000 jobs, 14,000 more than in 1984. The Canadian Federation of Students was critical of the results of the program arguing that the unemployment rate for returning students increased.

There was criticism of Challenge '86 in a number of areas:

☐The funding was cut from $205 million to $180 million which taking into account inflation meant there was a $33 million cut in real terms;

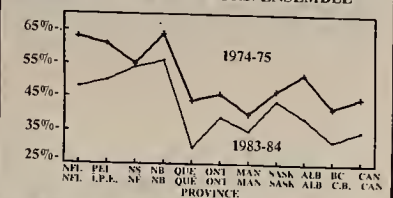
☐Limited funds were to be made available to community and non-profit groups and there were only limited special programs in areas of the country with high unemployment;

☐The Canadian Federation of Students expressed concern about the use of jobs associated with the 1986 Census to "beef up" Challenge '86. The timing of the training for these Census jobs caused problems for university and community college graduates.

The Canadian Federation of Students also was critical of Challenge '87 for being announced late and for the level of funding not being increased from 1986.

FULL-TIME STUDENTS WHO HAVE EVER BORROWED
ÉTUDIANTS À PLEIN TEMPS AYANT DÉJÀ EMPRUNTÉ

STUDENTS BORROWING/TOTAL STUDENTS
ÉTUDIANTS EMPRUNTEURS/ENSEMBLE



Source: 1983-84 Student Profile
Secretary of State
Source: Profil des étudiants 83-84
Secrétariat d'état

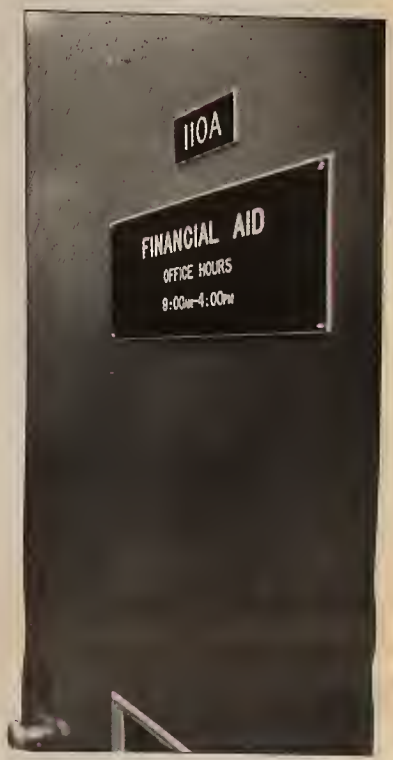
Though the unemployment rate for returning students has gone down over the last few years, it is still much higher than the national unemployment rates and the rates vary greatly by province with Ontario having the lowest and the Atlantic region the highest rate.

One other youth-related matter was the termination by the government of the Katimavik program. This cancellation, of course, resulted in the 21-day hunger strike by Senator Jacques Hebert. Senator Hebert had also chaired the Senate Special Committee on Youth whose report called the current state of youth in Canada "a crisis" and recommended increased programs in training, education, job creation and other areas.

The Nielsen Study Team also made recommendations in two other youth-related areas. They suggested direct federal aid to Indian students should be made available on the same basis as for all Canadians through student aid programs, though the federal government would reimburse the provinces for their support of Indian students.

They also suggested that the federal government consider integrating military college students into Canadian universities.

At its May 1986 Council, CAUT passed a policy statement which called for no student fees, and a Special Opportunity Fund which universities could draw on to reduce non-monetary barriers to participation. The policy statement also rejected the MacDonald Commission's vouchers system and contingency repayment schemes.



The University of Manitoba

DEAN
FACULTY OF MEDICINE

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Medicine. The Faculty consists of 20 academic departments plus 5 support units with a complement of 98 full time basic science and 244 geographical full time clinical science academic staff; approximately 800 part time academic staff, 110 postdoctoral fellows and research associates, and a support staff of 400. Enrolment is 369 undergraduate, 143 graduate and 348 postgraduate students (internes and residents). The Dean is also responsible for the School of Medical Rehabilitation, with its 147 undergraduate students.

The budget of the Faculty is approximately $18 M with the Dean also responsible for other external funds amounting to approximately $50 M.

Candidates should have demonstrated strong leadership, a clearly articulated perception of the mission of a Faculty of Medicine and have a demonstrated breadth as a scholar and administrator.

Both women and men are encouraged to apply. In accordance with Employment and Immigration policies, priority will be given to Canadian citizens and permanent residents of Canada.

The effective date of the appointment is July 1, 1988, or at a mutually convenient date, and will be for a renewable term of five to seven years. Applications and nominations along with curriculum vitae and the names of three referees should be sent to: **Dr. T.P. Hogan, Associate Vice-President and Chairman, Selection Committee, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Applications, nominations and suggestions will be received until September 30, 1987.

ONTARIO CANCER INSTITUTE/ PRINCESS MARGARET HOSPITAL, TORONTO
DEPARTMENT OF RADIATION ONCOLOGY

Appointment of Staff Radiation Oncologist

Applications are invited from qualified and experienced radiation oncologists for appointment as a member of the active staff of the Department of Radiation Oncology at the Princess Margaret Hospital/Ontario Cancer Institute, Toronto. Candidates should have an established record of clinical or laboratory research, and hold an Honours Science degree as well as a Medical degree and accreditation in Radiation Oncology. It is intended that the successful applicant should spend at least half the time on research projects, which would be complementary to the overall research program of the department. Candidates would also be expected to have special interest and expertise in the management of at least two site-specific types of cancer. The ability to practise in a multi-disciplinary group is essential. It is expected also that candidates will have experience of and commitment to teaching, both undergraduate and postgraduate students.

Candidates should have good general medical experience and must be eligible to obtain a license to practise in the province of Ontario. Candidates, if they do not already hold the Canadian specialist qualification in radiation oncology, must be eligible to take the examination in radiation oncology of the Royal College of Physicians and Surgeons of Canada. Candidates must hold credentials appropriate for an academic appointment in the University of Toronto. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents.

The full particulars of the appointment, remuneration and benefits may be obtained from **Dr. William Duncan, Chief, Department of Radiation Oncology, Princess Margaret Hospital/Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Ontario, M4X 1K9.** Applications, giving a detailed curriculum vitae with the names of three references, should be sent to Dr. Duncan, to arrive no later than October 30, 1987

RESEARCH----------15

another part of his science policy which he labelled *"InnovAction"*. This targetted five areas for federal government involvement - industry innovation and technology diffusion, strategic technologies, management of federal resources, human resources and public education. Sometime after this, he announced a four-year $90 million strategy for research in micro-electronics. But none of this was for university research.

Nevertheless, the background paper recognized the serious problem of obsolescence in university scientific equipment. The Minister stated that a federal/provincial task force had been established to examine this and other issues related to basic research in the universities. Mr. Oberle also announced that there would be a national conference on technology in January 1988 to review the work of the government to that date.

☐In July Mr. Oberle and Mr. Michel Côté, Minister of Regional Industrial Expansion announced that there would be $100 million for initiatives under InnovAction in the private Sector and in the universities. On August 19, 1987 the Minister of State for Science and Technology announced an extra $18 million for university research as part of the Innovaction money. Seven million dollars would be for microelectronics over the next four years. The other eleven million dollars would be to increase the matching grants level for 1987-88.

☐The Prime Minister announced the creation of a new National Advisory Board on Science and Technology chaired by himself. This followed the example of Sweden and Japan. The Board has created three sub-committees, one of which is on university research. The Board has met several times in the last few months.

☐On March 30, Secretary of State David Crombie announced federal/provincial agreement on the framework for the National Forum on Postsecondary Education which had been promised in the Speech from the Throne and which would be held in Saskatoon from October 25-28,1987. This too was a considerable diplomatic victory for the government since this area had been one of mortal combat between Ottawa and the provinces for many years. But will this be another governmental conference with no follow-up? No one as yet knows.

"The federal policy infrastructure is there. But we are still waiting for the proof. Will the government put any of the $1.6 billion it has saved on transfer payments to the provinces for higher education into university research?"

In April of this year, the CAUT, AUCC, and the Canadian Federation of Students met with the Prime Minister. This was the first time the three segments of the university community had joined together in such a top level meeting. Mr. Mulroney reiterated his strong commitment to higher education and to research both as tools of economic progress and as methods to ensure equal opportunity for all Canadians. He stated that the universities were an important part of the overall strategy of the government. It had been the judgment of the government, he said, that general economic problems had to be addressed first - the level of interest rates, unemployment, and the size of the public service. He said he believed all the economic indicators suggested success on the part of the government in these areas and that it could now turn its attention to certain basic problems such as post-secondary education and health care. He said, however, there had to be a co-ordinated approach which involved consultation with the provinces and with the representatives of the higher education and research communities.

U. of Waterloo's engineering education research centre

Mr. Mulroney suggested that the community should see the recent initiatives of the government as part of a deliberate strategy which would continue through the National Forum in October, the First Ministers' meeting in November, and the Science and Technology Conference in January and would allow the government to have a fully developed policy in 1988.

At this meeting, Mr. Oberle said the government knew full well that it would be judged by the results of its initiatives - by what they did rather than by what they said. Mr. Oberle is right. The government will have to show both Canada and the university community that it has a serious policy in regard to the universities and to research which will produce results.

The federal policy infrastructure is there. We should be grateful for the work that has gone into that. But we are still waiting for the proof. Will the government put any of the $1.6 billion it has saved on transfer payments to the provinces for higher education into university research?

The government will have to begin delivering the results in this academic year since the following year will undoubtedly be an election year - a year of promises whose value will be judged by the success of the government in implementing its 1984 commitment to the university community.

caut acpu Questionnaire 1984

All parties want the universities to contribute significantly to the production of graduates with skills in cumputer science, engineering, business and public administration. Does your party think that this should be financed by a reduction in funding for the liberal arts and basic sciences? Do you think that all undergraduate students should be exposed to courses in the liberal arts and the basic sciences as well as to the professional courses of their choice?

LIB

Canada's growth and development requires graduates in all fields at all times. While specialized education is essential to economic and technical development, the Liberal Party believes that it is also vital that Canadians are provided with the basic tools of a general education.

PC

We believe that universities are making substantial efforts to respond to student demands for courses in computer sciences, engineering, business and public administration. We do not believe that, in order for this progress to continue, a robbing-Peter-to-pay-Paul approach is necessary. Learning how to learn (and a basic grounding in the principles underlying specific career oriented skills) is as important as learning the skills themselves. Moreover, in order for students to benefit fully from the university experience, they should be exposed to courses in the liberal arts and basic sciences as they pursue their chosen professional directions.

NDP

No. Yes.

caut acpu Questionnaire 1984

Tous les partis désirent que les universités contribuent de façon importante à produire des diplômés en informatique, en génie, en gestion et en administration publique. Votre parti croit-il que pour financer cet effort, il faut réduire les budgets alloués pour les arts libéraux et les sciences fondamentales? Pensez-vous que tous les étudiants de premier et de deuxième cycles devraient suivre des cours dans les domaines des arts libéraux et des sciences fondamentales en plus des cours spécialisés de leur choix?

LIB

Pour que le Canada puisse se développer, il faut former en même temps des diplômés dans tous les domaines. Bien que la spécialisation soit essentielle au développement économique et technique, le Parti libéral est d'avis qu'il est essentiel aussi que les Canadiens acquièrent les connaissances de base que procure une formation générale.

PC

Nous croyons que les universités font d'importants efforts pour répondre aux demandes de cours des étudiants dans les domaines de l'informatique, du génie, de la gestion et de l'administration publique. Nous ne sommes pas d'avis que, pour continuer de faire du progrès sur ce plan, il faille enlever à l'un pour donner à l'autre. Il est tout aussi important d'apprendre comment apprendre (et de s'initier de façon générale aux principes sous-jacents à des techniques particulières axées sur la carrière) que d'apprendre les techniques à proprement parler. De plus, afin que les étudiants puissent profiter pleinement de leur formation universitaire, ils devraient suivre des cours dans les domaines des arts libéraux et des sciences fondamentales tout en poursuivant leurs études dans la branche qu'ils ont choisie.

NPD

Non. Oui.

RECHERCHE--------14

tué jusqu'à présent par le gouvernement.

☐En juillet, Frank Oberle et Michel Côté, ministre de l'Expansion industrielle régionale, ont annoncé que 100 millions de dollars seraient consacrés aux initiatives prises dans le cadre du programme Innovaction, par le secteur privé et les universités. Mais privé et les universités. Le 19 août 1987, le ministre d'Etat aux Sciences et à la Technologie a annoncé l'octroi, dans la cadre d'Innovaction, d'une somme additionnelle de 18 millions de dollars destinée à la recherche universitaire. Sept millions de dollars seraient consacrés à la microélectronique au cours des quatre prochaines années. Les onze millions de dollars additionels seraient destinés à accroitre le niveau des subventions paritaires pour 1987-88.

☐Le premier ministre a annoncé la création d'un nouveau Conseil consultatif national des sciences et de la technologie présidé par lui-même, suivant ainsi l'exemple de la Suède et du Japon. Le Conseil a formé trois sous-comités, dont l'un s'occupe de la recherche dans les universités. Le Conseil s'est réuni plusieurs fois au cours des derniers mois.

☐Le 30 mars, le secrétaire d'État, David Crombie, a annoncé une entente fédérale-provinciale concernant le cadre du Colloque national sur l'enseignement supérieur qui a été promis dans le discours du trône et qui se tiendra à Saskatoon du 25 au 28 octobre. C'était là une victoire diplomatique considérable pour le gouvernement étant donné que ce domaine faisait, depuis de nombreuses années, l'objet d'un combat mortel entre Ottawa et les provinces. Mais ce colloque sera-t-il une autre conférence gouvernementale sans aucun suivi? Nul ne le sait encore.

En avril de cette année, l'Association canadienne des professeurs d'Université, l'Association des universités et collèges du Canada et la Fédération canadienne des étudiants ont rencontré M. Mulroney. C'était la première fois que les trois éléments de la collectivité universitaire se réunissaient pour rencontrer le premier ministre. Celui-ci a réitéré son ferme engagement à l'égard de l'enseignement supérieur et de la recherche qui sont tant des outils de progrès économique que des méthodes assurant des chances égales à tous les Canadiens. Il a affirmé que les universités formaient une partie importante de la stratégie globale du gouvernement. Il a expliqué qu'au début de son mandat, le gouvernement avait jugé qu'il devait d'abord se pencher sur les problèmes économiques généraux tels que le niveau des taux d'intérêt, le chômage et la dimension de la Fonction publique.

Selon lui, tous les indicateurs économiques montraient que le gouvernement avait oeuvré avec succès dans ces domaines; celui-ci pouvait dès lors porter son attention sur certains problèmes fondamentaux tels que l'enseignement postsecondaire et les soins de santé. Le premier ministre a souligné qu'il fallait une certaine coordination dans le domaine de l'enseignement, ce qui suppose que le gouvernement doit consulter les provinces ainsi que les représentants de l'enseignement supérieur et des milieux de recherche.

M. Mulroney a déclaré qu'il fallait considérer les récentes initiatives du gouvernement comme faisant partie d'une stratégie délibérée qui se poursuivrait jusqu'au Colloque national en octobre, jusqu'à la réunion des premiers ministres en novembre et jusqu'à la Conférence des sciences et de la technologie en janvier et qui permettrait au gouvernement d'établir une politique reelle en 1988.

Au cours de la même réunion, M. Oberle a déclaré que le gouvernement savait parfaitement bien qu'il serait jugé d'après les résultats de ses initiatives, c'est-à-dire sur ce qu'il aura fait plutôt que sur ce qu'il aura dit. M. Oberle a raison. Le gouvernement devra montrer à la population canadienne et à la collectivité universitaire qu'il a une politique sérieuse relativement aux universités et à la recherche qui produira des résultats.

L'infrastructure de la politique fédérale existe. Nous devrions être reconnaissants pour le travail qui a permis de l'établir. Mais nous attendons encore des preuves. Le gouvernement appliquera-t-il à la recherche universitaire une partie des 1,6 milliard de dollars qu'il a économisés sur les paiements de transfert versés aux provinces pour l'enseignement supérieur?

Le gouvernement devra commencer à livrer les résultats de sa politique au cours de cette année universitaire parce que l'année suivante sera sans doute une année d'élections, une année de promesses dont la valeur sera jugée d'après la façon dont le gouvernement sera parvenu à tenir les promesses faites en 1984 à la collectivité universitaire.

Investing In Our Future

Canada's universities are a window on the world. They're about people and ideas, research and development, next door and around the world. They're a vital part of our community, making our best resource - our people - even better.

NATIONAL UNIVERSITIES' WEEK
october 24 to november 1

Les Tories présentent la réforme fiscale

L'ARTICLE DE L'ACPU

L'action la plus marquante du gouvernement fédéral sous les Conservateurs en matière de politique fiscale ces temps derniers aura été la publication en juin du Livre Blanc sur la fiscalité de M. Wilson. Les nombreux sujets dont traite ce Livre Blanc seront publiés en détail dans le *Bulletin* d'octobre de l'ACPU à l'intention des professeurs d'université.

L'impressionnant document préconise entre autres de réduire les taux d'imposition de 10 à 3 catégories. Ceci favoriserait les professeurs qui reçoivent les traitements les plus élevés. En même temps que ces réductions, le gouvernement se propose de supprimer les différentes exemptions personnelles et les déductions et offrir en échange des crédits d'impôt quel que soit le revenu du contribuable. Plusieurs autres déductions seraient également touchées. Dans ce train de mesures, mentionnons celles qui frapperaient surtout la taxe fédérale sur les ventes. Ces mesures feront l'objet de négociations entre le fédéral et les provinces l'an prochain.

Il est à noter qu'une politique fiscale à elle seule ne constitue pas tout le programme d'un gouvernement et qu'elle fait partie d'un ensemble de mesures économiques et sociales qui constituent une stratégie générale. M. Wilson se fait fort de mettre l'accent sur cette réalité lorsqu'il énonce les trois priorités de son gouvernement qui sont: la technologie, les échanges commerciaux et la réforme fiscale. Reste à savoir si les composantes de cette politique font bon ménage.

Toujours est-il que certains éléments de la politique fiscale à l'égard des universités qui font de la recherche constituent de véritables blocages. C'est l'opinion unanime des membres de l'ACPU sur les recommandations de M. Wilson. L'inquiétude des professeurs et de l'ensemble du corps académique se comprend aisément quand on sait que le gouvernement cherche à mettre dans le même paquet, sans faire de distinction, la recherche universitaire, la science, la technologie et la recherche proprement dite.

L'imposition sur les fonds de recherche universitaire

Avec la diminution progressive de l'aide du gouvernement fédéral et des provinces, on assiste à un accroissement du fardeau budgétaire incombant aux universités. C'est ainsi que plusieurs d'entre elles doivent payer elles-mêmes les programmes informatisés, le matériel scientifique, les bandes vidéo, les livres et les périodiques. Le gouvernement a toujours catégoriquement refusé d'allouer ces dépenses comme des déductions.

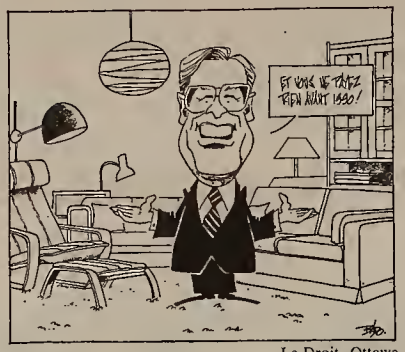
Cette difficile situation a été relevée par le sous-comité parlementaire sur l'imposition des artistes de l'audio-visuel et les écrivains dans son rapport de juin 1984:

> De nombreux universitaires assument des dépenses considérables liées à leur emploi qui ne sont pas légalement déductibles et qui, par conséquent, doivent être acquittées avec des revenus dont l'impôt a été déduit. Les contrats de travail, de même que les critères d'embauche et d'exercice de leurs fonctions les obligent à mener régulièrement d'importantes activités de recherche afin de conserver leur statut d'universitaire et de progresser dans leur carrière. De plus, il leur est souvent nécessaire d'effectuer des recherches en vue de se préparer à enseigner des cours existants ou nouveaux, tout particulièrement au niveau supérieur. Etant donné qu'ils ne peuvent espérer tirer des revenus ou des profits de ces activités, il leur est impossible de déduire ces dépenses au titre de frais d'entreprise. En tant qu'employés, ces universitaires ne peuvent donc réclamer que la déduction maximale de frais d'emploi fixée à 500 $. Suffisant peut-être pour certains, ce montant ne suffit pas à couvrir les dépenses engagées pour d'autres. Ce problème est devenu encore plus pressant depuis que des restrictions ont été imposées au budget des universités et aux subventions de recherches.
>
> Des témoins ont demandé au sous-comité de recommander la modification de l'article 8 de la *Loi de l'impôt sur le revenu*, lequel porte sur les déductions des employés, afin de permettre la déduction des dépenses liées aux travaux universitaires susmentionnés. Le sous-comité se voit forcé de répéter que son mandat n'englobe pas ces questions. Par ailleurs, il a été impressionné par la similitude entre les problèmes des artistes interprètes classés comme employés, plus particulièrement les musiciens d'orchestres symphoniques, et ceux des universitaires. Dans les deux cas, ces dépenses sont essentielles à leur emploi et sont de beaucoup supérieures à celles de l'employé typique pour qui la déduction habituelle est normalement suffisante.

Le député David Orlikow qui n'était pas d'accord soutenait que cette question aurait dû être soumise à la Chambre conformément à la suggestion faite par l'ACPU.

Le Parti conservateur semblait partager ce point de vue et s'était donc engagé, lors des élections de 1984, à apporter des solutions à ce problème.

La Loi sur les impôts stipule clairement que les dépenses relatives à la recherche sont déductibles des subventions allouées à cet effet et que toute autre somme de ce chapitre non couverte par l'alinéa des dépenses déductibles est considérée comme un revenu imposable.



Le Droit, Ottawa

La situation devient difficile lorsque la subvention reçue par un professeur ne couvre pas toutes les dépenses ou quand celui-ci n'a obtenu aucune aide et que tous les coûts lui incombent. La faible somme qu'alloue le Canada à la recherche fondamentale engendre très facilement ce genre de situation. (Pour en savoir davantage sur ces problèmes, veuillez consulter le rapport publié en juin sur la science de l'espace par le Comité permanent sur la recherche, la science et la technologie). Face à ce genre de problèmes, le professeur est souvent contraint de payer de sa poche les coûts afférents à ses recherches sans aucune possibilité de bénéficier des déductions.

Même si le professeur d'université se doit, selon son contrat d'emploi de faire de la recherche, Revenu Canada ne fait aucune exception et range ces dépenses dans la catégorie des frais personnels normaux, tels les vêtements spéciaux, les divertissements et autres. Ces dépenses ne sont pas considérées comme déductions de recherche sauf si celles-ci sont exigées par le statut ou dans le contrat. Et tout professeur, selon les exigences de son métier, se doit de faire de la recherche et son évaluation ainsi que son salaire sont fonction de ses recherches et de ses activités intellectuelles dans son secteur. Toutefois, Revenu Canada a interprété l'article 8(1)(i) de la loi d'une façon trop étroite et perverse et présume que toute dépense relative à la recherche universitaire ou à l'enseignement est facultative et par conséquent ne peut être déduite.

De la même façon, les dépenses de voyage aux réunions scientifiques et savantes, l'adhésion aux sociétés professionnelles et scientifiques, l'achat de livres, périodiques, vidéo, programmes informatisés et autres dépenses encourues lors de séjours hors résidence ne sont pas allouées comme déductions du revenu. Or, nous savons tous que ces dépenses sont nécessaires si un professeur veut se tenir à jour, s'il tient à partager avec les autres professeurs le fruit de ses recherches et s'il veut donner à ses étudiants les enseignements les plus à jour. Ces dépenses continuent de monter alors que paradoxalement les subventions accordées par les gouvernements fédéral et provinciaux ne cessent de diminuer.

Personne jusqu'à présent n'a suggéré que les universités diminuent leurs activités de recherche ou le nombre des étudiants pour compenser ces manques à gagner. La recherche fondamentale est la base de toute recherche appliquée et du développement. Si le gouvernement fédéral désire sincèrement le développement économique et social, il se doit de réduire toutes ces entraves inutiles, préjudiciables à la recherche. Il doit cesser de demander aux professeurs d'université d'endosser le coût de la recherche au Canada.

Les représentants du ministère des Finances et de Revenu Canada font valoir que cette catégorie de dépenses est couverte sous le chapitre des déductions des dépenses d'emploi de 500 $. Mais ce montant est loin d'être suffisant pour couvrir les vraies dépenses que nécessite une recherche. Qui plus est, la nouvelle réforme fiscale proposée éliminerait cette déduction. L'ACPU croit sincèrement que le système fiscal mis de l'avant par le gouvernement, devrait, pour des raisons d'équité, permettre aux professeurs de déduire leurs dépenses de recherche de leur revenu.

Proposition

L'article 8(1)(i) doit avoir ou bien une interprétation plus large ou bien être amendé de façon à permettre aux professeurs d'université de déduire de leur revenu toutes les dépenses de recherche ou résultant de l'exercice de leur profession tel que l'exigent leur contrat de travail, les nécessités de l'avancement et la stabilité de leur emploi en général.

L'ACPU donne son appui aux recommandations de la Conférence canadienne des arts qui soutient que les artistes devraient déduire les dépenses artistiques de leur revenu. Le gouvernement penche dans ce sens dans son bulletin d'interprétation sur les dépenses des musiciens salariés. Mais cette mesure devrait s'appliquer à tous les artistes sans exception.

La recherche et le développement

L'ACPU recommande que la définition de la recherche scientifique soit modifiée de façon à englober ensemble sciences humaines et sociales avec la recherche. Cette modification s'avère nécessaire pour des raisons d'équité entre toutes les catégories de recherche. Cette modification se comprend si l'on tient à ce que le Conseil de recherches en sciences humaines soit traité équitablement dans la distribution des subventions fédérales. Le Comité sur les finances et les affaires économiques de la Chambre des communes a fait la même recommandation dans un rapport cette année.

> Il n'est pas très sage de considérer les sciences humaines comme quantité négligeable. Dans une entreprise, l'aspect humain est aussi important que l'aspect technique. On pourrait accroître l'efficience et abaisser les coûts unitaires en axant la recherche sur l'aspect humain. Evidemment, les travaux des professeurs d'anglais ou des sociologues n'auront pas toujours des applications dans l'entreprise, pas plus que les expériences des théoriciens de la physique permettront invariablement aux dirigeants d'entreprise d'abaisser leurs coûts de production.
>
> Que le gouvernement examine l'opportunité de modifier la définition de la recherche scientifique et du développement expérimental qui figure à l'article 2900 du règlement édicté en vertu de la *Loi de l'impôt sur le revenu*, afin d'y inclure les sciences humaines, pour que les montants versés à un organisme agréé donnent droit à un crédit d'impôt.

Jusqu'à présent, le gouvernement fait fi de cette recommandation.

Les donations

La nouvelle réforme ne semble pas favoriser tout ce qui touche aux donations. Quant à elles, les universités font tout ce qu'elles peuvent pour attirer davantage de donations en provenance du secteur privé. Les gouvernements se réjouissent de cet effort et poussent dans ce sens les institutions à faire preuve de générosité surtout envers la recherche. Cependant, la réforme actuelle ne semble pas faciliter les choses. Le gouvernement se doit d'encourager le soutien du secteur privé pour la recherche et l'enseignement universitaires pour des raisons d'équilibre.

Peut-être serait-il plus simple d'appliquer 29% de crédit de taxe à tout don de charité et de garder les autres plafonds à 20% du revenu l'an.

Voir RÉFORME/28

caut acpu Questionnaire 1984

Le rapport parlementaire précise que beaucoup d'universitaires font dans le cadre de leurs fonctions d'importantes dépenses qui ne peuvent être déduites en vertu de la Loi (de l'impôt sur le revenu) et qui, par conséquent, doivent être assumées à même le revenu après impôt. Compte tenu du besoin de recherches et de spécialisation au Canada, quelle est votre position en ce qui concerne la réforme du régime fiscal afin de résoudre ce problème particulier auquel font face les universitaires?

LIB

Suite au rapport du sous-comité, une conférence sur l'administration de l'impôt dans le cas des créateurs et des interprètes sera tenue pour discuter des pratiques de Revenu Canada avec des représentants des associations artistiques. Les participants examineront également la réponse du Ministère au rapport du sous-comité.

PC

Cette question ne fait pas partie à proprement parler du mandat du sous-comité. Quoi qu'il en soit, les témoignages ont été entendus et on s'est penché sur ce très important problème. Tous les partis ont convenu que cette question exige de prendre d'autres mesures dans les meilleurs délais.

Nous sommes résolus à prévoir dans le cadre de la Loi de l'impôt sur le revenu de nouvelles conditions afin de reconnaître le caractère dualiste d'une bonne partie des emplois dans les universités. Le travail de base a été effectué, notamment dans le cadre du mémoire présenté au sous-comité par l'ACPU. Nous veillerons à faire en sorte qu'on puisse déduire, aux fins de l'impôt sur le revenu, les frais de recherche et de spécialisation qui n'ont pas été remboursés et pour lesquels des reçus ont été fournis. Pourront aussi être déduits du revenu imposable les frais engagés pour acheter de la documentation, participer à des conférences professionnelles ou acquitter des cotisations professionnelles dans la mesure où ces frais sont essentiels compte tenu de l'emploi exercé. L'équité à l'égard des autres catégories de contribuables est la seule contrainte limitant notre engagement.

NPD

Le critique du NPD en matière de communications, M. David Orlikow, a exprimé dans le rapport son désaccord du fait que celui-ci ne s'attaque pas à la question de l'imposition inéquitable des universitaires. Nous proposons que les universitaires aient le droit de déduire les frais liés à leur emploi et que la Loi de l'impôt sur le revenu soit modifiée en conséquence.

Tax policy a disincentive to research?

CAUT REPORT

The most important action by the federal government in the area of tax policy since last year's "Tory Record" was the White Paper on taxation issued by Finance Minister Michael Wilson last June. The White Paper covers a great range of subjects. These will be dealt with in more detail for individual faculty members in the October *CAUT Bulletin*.

The White Paper proposes to reduce the number of marginal tax rate groups from 10 to 3 and then to reduce the actual tax rates in a way which will favour faculty with higher salaries. In combination with the lower rates, the government proposes to eliminate various personal exemptions and deductions and replace them with tax credits that will equalize the benefits to the taxpayer regardless of income. Various other deductions have been modified. The Minister also tabled a series of proposals to alter the federal sales tax arrangements. These will be the subject of negotiations with the provinces during the next year.

However, tax policy does not exist in isolation. It is part of the general economic and social strategy of any government. Mr. Wilson recognized this when he spoke of the government's overall priorities as the three T's - technology, trade and tax reform. One must ask whether each element in such a package promotes the others.

The view of CAUT is that certain elements of the current tax situation in regard to university research are dysfunctional, as might be some of the projected changes indicated by Mr. Wilson last June. Since the government has stated that university research is an integral part of its science, research and technology strategy, this is a matter, not simply of concern to individual academics, but to the community as a whole.

The taxation of faculty research funds

As the level of federal and provincial government support for universities has declined, some of the costs have been off-loaded on to the faculty. More and more the faculty has to pay out of its own after-tax dollars for computer programs, scientific equipment, videotapes and books and journals. The federal government has consistently refused to allow tax deductions for such expenses.

The problem was succinctly outlined by the Parliamentary Sub-committee on Taxation of Visual and Performing Artists and Writers in its report of June 1984:

> Many academics incur substantial expenses related to their employment and required by it that are not recognized as deductions under the Act and so must be paid with after-tax dollars. Employment contracts along with criteria for hiring and tenure all make clear the necessity for regular, substantial scholarship activities to maintain and advance academic status. In addition, research must often be conducted in order to teach existing or new courses, especially at senior levels. Because little or no revenue or profit can be expected from these activities, there is no possibility of deducting any of these expenses as part of a business. As employees, these academics are therefore limited to the maximum $500 employment expense deduction. For some, that may be sufficient but for others it does not begin to cover the amounts incurred. This problem has become even more pressing with the tightening of university budgets and the shortage of grants to assist research.
>
> Witnesses requested the Sub-Committee to recommend the amendment of section 8 of the Income Tax Act dealing with employee deductions to permit academic expenses as outlined above. The Sub-Committee must again state that its jurisdiction does not encompass these questions. On the other hand, it was impressed by the general similarity between the problems of performing artists classified as employees, especially symphony musicians, and the academics. In both cases the expenses are essential to their employment and greatly exceed those of the typical employee, for whom the standard deduction is normally sufficient.

Mr. David Orlikow, M.P. dissented and argued that the issue should have been addressed at that time along the lines suggested by CAUT.

The Progressive Conservative Party shared this point-of-view and made an express commitment in the 1984 election to ameliorate the situation (see box).

The Income Tax Act provides that research expenses are deductible from a research grant. Any amount of a research grant not covered by deductible expenses is considered to be regular taxable income.

The problem for a faculty member arises when the research grant is insufficient to cover the full costs involved or where a faculty member has received no grant, yet research expenditures are incurred. Canada's limited expenditure on basic research often creates such situations (for a discussion of the problems of funding basic research, see the report published in June 1987 on space science by the Parliamentary Standing Committee on Research, Science and Technology). When either of these conditions occurs, a university professor is forced to pay for such research expenses out of employment income with no deductions allowed.

Although the employment contract requires the faculty member to engage in research, officials of Revenue Canada have grouped such expenses with other types of employee expenses such as special clothing, entertainment, or other expenses incurred by an employee in the course of employment. They have been disallowed as research deductions unless the expenditures are required by statute or by the employment contract. However, faculty members, as a required part of their employment with the university, must engage in research as part of their responsibilities as professors. Faculty members are evaluated and their salaries are adjusted on the basis of their research and scholarly activities. Nevertheless, Revenue Canada has interpreted section 8(1)(i) (which deals with this matter) in a very narrow and perverse way; it assumes that university research or teaching-related expenses are optional and thus cannot be deducted.

Canapress Photo Service

Finance Minister Michael Wilson on budget day

Similarly, expenditures for travel to scholarly and scientific meetings, for membership in professional, scientific and learned societies, for the purchase of scholarly and scientific books, journals, videotapes, computer programs and certain expenditures incurred for research during periods of non-residency are also disallowed as deductions from employment income. Such expenditures are necessary for faculty members to keep current in their disciplines, to share their own findings with others, and to provide students with up-to-date materials. These expenditures have risen as government grants have been reduced by both the provincial and federal governments.

To date, no one has suggested that faculty should reduce their commitment to their research and to their students to make up for this shortfall in university revenues. Basic research is the necessary step for all applied research and development. If the federal government wants economic and social development, then it must remove as many artificial barriers to research as possible. It must also cease the policy of asking faculty members to subsidize Canada's research effort from their own salaries.

In discussing this situation with individuals in the Department of Finance or at Revenue Canada, the argument was made by them that these types of expenses were covered under the basic $500 employee deduction. However, this amount does not come close to meeting the real expenses. Furthermore, with the elimination of this deduction under the proposed tax reforms, CAUT feels that it becomes even more essential to ensure the fairness of the tax system by allowing faculty members to deduct research expenses from their employment income.

Proposal

Section 8(1)(i) should either be given a broader interpretation or should be amended to allow faculty members to deduct from their employment income expenses incurred in the conduct of their research or teaching duties which are required by their employment contract or necessary for promotion, salary increments or tenure.

CAUT also supports the recommendation of the Canadian Conference on the Arts which would allow artists to deduct artistic expenses from employment income. The government has made some moves in this direction with its interpretation bulletin relating to expenses for employed musicians. But this approach should be expanded to include all types of artists.

Research and development

CAUT recommends that the definition of scientific research be amended to include research in the humanities and the social sciences. This change is necessary in order to bring equality to all types of research and to ensure that the Social Sciences and Humanities Research Council is treated equally under the new federal government matching grant scheme. The Committee on Finance and Economic Affairs of the House of Commons, in a report this year made a similar recommendation:

> Discriminating against the social sciences and humanities could be short-sighted. In addition to the technical side of business there is a human side. Efficiency may be improved - and unit costs lowered - by focusing research on this human side. Not all English professors or sociologists will be doing work of interest to business, of course, just as not all theoretical physicists experiment so that factory owners will have lower costs.
>
> That the government should consider the advisability of amending the definition of scientific research and experimental development in section 2900 of the regulations made under the *Income Tax Act*, in order to include social sciences and humanities, so that payments made to an approved organization would be eligible for tax credit allowances.

The government so far has refused to accept this recommendation.

Donations

The proposed reforms in the area of charities seem to provide a disincentive to donations. Universities are trying increasingly to encourage private sector donations and, in fact, governments are urging the institutions to do so particularly for research. This was the rational for the matching grants policy. However, this reform seems to make things more difficult. The government should not provide a disincentive for private support of university research and teaching. This seems a good case of the left hand not knowing what the right hand is doing.

Perhaps the simplist way to handle the problem is to apply the 29% tax credit to all charitable donations with the other limits (20% of income per year) remaining.

National sales tax

The Minister of Finance has proposed a variety of possible changes in the sales tax. It is very important that any change in this area not cause a flow of dollars from the universities to the federal government. Such a result would simply undermine the current funding arrangements for the universities and reduce the federal commitment to research, science and technology.

Difficulties can be expected in the cases of housing services, financial services, hospi-

See TAX/28

caut acpu Questionnaire 1984

The Parliamentary Report said, "Many academics incur substantial expenses related to their employment and required by it that are not recognized as deductions under the (Income Tax) Act and so must be paid with after-tax dollars". Given the need for research and scholarly activity in Canada, what is your position on reforming the tax system to solve this special problem of academics?

LIB

In response to the Sub-Committee's report, a conference on the administration of the taxation of artists and writers will be held to discuss Revenue Canada's practices with representatives of arts organizations, and will also address the matter of the Department's response to the Sub-Committee's report.

PC

This specific issue was not within the terms of reference of the sub-committee. Notwithstanding that, testimony was heard and consideration given to this very important problem. All parties agreed that this matter required further action as soon as possible.

We are committed to establishing new terms within the Income Tax Act to deal with the dual character of much academic employment. The groundwork has been laid, notably in the CAUT's submission to the sub-committee. We will act to ensure that where research and scholarly expenses are not reimbursed and where receipts are provided, deductions from income can be made. To the extent that materials, professional conferences and professional dues can be deemed to be essential to employment status, these will be included as deductions. We are restrained in our commitment only to the extent of fairness to other categories of taxpayers.

NDP

NDP Communications critic, David Orlikow, expressed the dissenting opinion in the report for its failure to deal with the unfair taxation of academics. We proposed that academics be allowed to deduct expenses related to their employment, and that the Income Tax Act be amended accordingly.

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tals and educational services, and consumption by non-profit institutions and government. Some of these might be exempted; others, zero-rated. Simply exempting some institutions would deprive them of a mechanism by which to obtain relief from taxes paid on their inputs. Zero-rating brings the supplier into the circle of licensed vendors and confers on him the right to deduct inputs.[1]

CAUT takes no position on the concept of a National Sales Tax; therefore, we have no preference among the various schemes outlined in the White Paper. However, if a national sales tax or any of the options suggested by Mr. Wilson are implemented, CAUT urges that the position of universities be handled in a fair, reasonable and simple way.

We assume that no sales tax will be applied to the non-profit services provided by the university, namely tuition fees. We urge the government to meet with the administration and business officers of the universities to work out clearly defined regulations about what parts of the university's operation will be subject to the new sales tax.

CAUT recommends that, if the National Sales Tax is adopted, universities be zero-rated as outlined in the Economic Council Report at the beginning of this section or that there be a system of federal tax rebates.

1. *Road Map for Tax Reform*, Economic Council of Canada 1987.

RÉFORME.....26

Taxe nationale sur les ventes

Le ministre des Finances a fait plusieurs propositions de modifications de la taxe sur les ventes. Il est vital que tout changement dans ce secteur ne se transforme pas en une débacle financière des universités au profit du gouvernement fédéral. Il pourrait en résulter une détérioration des arrangements actuels de fonds aux universités et réduirait l'aide du gouvernement fédéral à la recherche, à la science et à la technologie.

On peut s'attendre à certaines difficultés dans le cas des services de logement, des services financiers, des services hospitaliers et éducatifs, et de consommation par les organismes à but non lucratif. Certains d'entre eux sont susceptibles d'être exemptés; d'autres classés au budget zéro. Si certains organismes bénéficient seulement d'une exemption, ils sont alors dépourvus d'un mécanisme par lequel ils obtiendraient des déductions provenant des impôts payés sur leur apport. Le budget zéro place le fournisseur dans le cercle des vendeurs avec permis et lui confère ainsi le droit de déduire son apport.[1]

L'ACPU n'ayant émis aucune opinion sur la question, nous n'avons donc aucune préférence parmi les différents scénarios énoncés au Livre Blanc. Cependant, si le principe de la taxe de vente nationale ou tout autre choix proposé par M. Wilson est mis en application, l'ACPU fera pression pour que les universités soient traitées d'une façon correcte, raisonnable et simple à la fois.

Nous croyons que les services universitaires à but non lucratif ne seront pas taxés, surtout les droits d'inscription. Nous insistons pour que les patrons, les agents et les cadres supérieurs des diverses administrations universitaires définissent clairement après un travail concerté les diverses catégories d'opérations universitaires susceptibles d'être concernées par la nouvelle taxe sur les ventes.

L'ACPU aimerait, si la taxe nationale sur les ventes est adoptée, que les universités soient classées dans la catégorie du "budget zéro" tel que le stipule le Rapport du Conseil Economique, ou qu'il y ait à tout le moins une procédure de remboursement de ladite taxe.

1. Road Map on Tax Reform, rapport du Conseil économique du Canada.

Les pensions: la réforme sur l'aide fiscale compte des points positifs

Le 9 octobre 1986, le ministre des Finances présenta devant le Parlement les réformes tant attendues sur l'aide fiscale en matière de pensions. Ce qui ressort de ces réformes, c'est qu'elles sont tout aussi complexes que le système de fonds de pensions dont bénéficient les Canadiens. Leur grande nouveauté réside d'abord dans l'augmentation du plafond de l'aide fiscale pour toutes les catégories de fonds de retraite. Le particulier pourra s'il le désire faire personnellement une contribution plus substantielle à son régime de retraite ou ce serait son employeur qui verserait un montant plus conséquent à son régime. Le particulier ou l'employeur se verraient alors gratifiés du droit de recevoir en retour une complète déduction de taxes sur lesdites contributions.

Ces nouveaux plafonds auront un impact déterminant sur les régimes de retraite à cotisation déterminée. Quant aux régimes de retraite à prestations déterminées, toute contribution nécessaire à l'alimentation du régime serait déductible.

L'autre point important est que dorénavant les contribuables auront jusqu'à sept ans pour tirer profit des REER. Ce qui revient à dire que si un particulier n'a pas d'argent à placer dans un REER dans l'année, il ne perdrait pas automatiquement l'aide fiscale, comme c'est le cas présentement.

Initialement, le projet de loi de 1986 prévoyait une période de cinq ans pour la mise en place progressive desdites réformes. Mais hélas, le Livre Blanc sur la réforme fiscale recommanda une période plus longue, L'ACPU protesta contre cette lenteur devant le Comité des Finances et des Affaires économiques des Communes.

Cette réforme sur les pensions suscita également bien des inquiétudes dans les milieux universitaires au pays. En effet, plusieurs universités possèdent des régimes à cotisation déterminée. Quand des professeurs prennent des années de congé sabbatique, ils perdent de 20 à 25 % de leur salaire de base alors que leurs avantages sociaux, comprenant leurs cotisations, sont calculés sur leur plein salaire.

L'ACPU souhaite que, dorénavant, ce calcul soit fait en fonction de la nouvelle réforme. Le ministère des Finances a fait savoir que la nouvelle loi tiendra compte de ce problème. L'ACPU a également soumis cette situation à l'attention des membres du Comité parlementaire.

Mentionnons pour terminer que le gouvernement fédéral promulguera bientôt des règlements relatifs à la nouvelle loi sur les pensions. Ceux-ci devront veiller à ce que tout surplus enregistré sur un régime de retraite puisse être utilisé pour améliorer les avantages sociaux des membres si les employés le désirent. Il y a des risques de conflit entre les lois fédérale et provinciale en la matière. Les deux paliers de gouvernement devront s'assurer que les pensions soient considérées comme des traitements différés et qu'ainsi tout usage fait de l'argent en question le soit au profit des membres du régime de retraite et seulement après leur consentement.

YOU WILL NOTICE I HAVE TAKEN A SMALLER BITE FROM YOUR WALLET... HERE, THIS IS FOR YOU. GO IN PEACE, FRIEND.
GOSH. I THINK I AM OVERWHELMED...

The Globe and Mail

Pension reform: good marks but slow

On October 9, 1986, the Minister of Finance introduced the long-awaited reforms to the tax-assistance for pensions. Given the complex nature of Canada's pension system, the proposed reforms were also rather complex. The major change was to increase the tax-assistance limits for all types of pension plans. Taxpayers would be able to make a higher contribution or have a higher contribution put into the plan by his/her employer with either the employee or the employer receiving the full tax deduction for these contributions.

These new limits will impact particularly on money purchase plans (or defined contribution pensions as they are sometimes called). For defined benefit pensions, any contributions required to fund the plan would be deductible.

The other major change is that taxpayers will have up to seven years to use any available RRSP contribution room. This means even if an individual does not have the funds to place in a RRSP in a year they will not lose that tax-assistance as is the case under the current system.

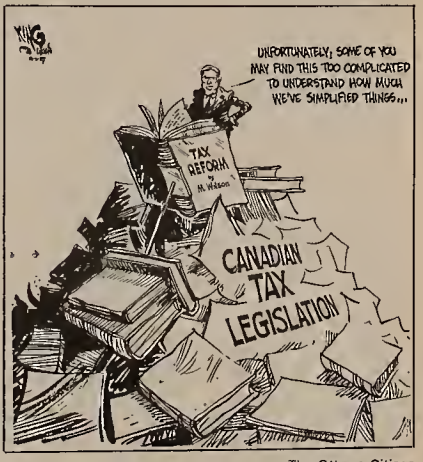
In the original October 1986 proposal, all of these changes were to be phased in over the next 5 years. However, the White Paper on Tax Reform recommended that the process be phased in at a slower rate.

CAUT has protested this slowdown to the House of Commons Committee on Finance and Economic Affairs.

There is one other concern in the pension area. Many universities have defined contribution plans. When individuals at these universities go on sabbatical, their salaries usually drop to 75% or 80% of nominal salary but their benefits, including pension contributions, remain based on the full salary. CAUT wishes this type of arrangement to continue to be acceptable under the new tax and pension system. The Finance Department has indicated that the new regulations will deal with this concern, but CAUT has also raised this matter with the Parliamentary Committee.

One other pension-related matter must be mentioned. The federal government will soon be issuing regulations in regard to the new pension law.

These new regulations must ensure that any surplus in a pension plan can be used for the improvement of benefits for the members of the plan if the employees so wish. There is a possibility of conflict between federal and provincial law in this area. Both levels of government should ensure that pensions are viewed as deferred wages and that any use of the money involved should be for the benefit of the plan members but only with their consent.


UNFORTUNATELY, SOME OF YOU MAY FIND THIS TOO COMPLICATED TO UNDERSTAND HOW MUCH WE'VE SIMPLIFIED THINGS...
TAX REFORM
M. Wilson
CANADIAN TAX LEGISLATION

The Ottawa Citizen

THE KIDNEY FOUNDATION OF CANADA
We're out to make kidney disease obsolete.

Révision prévue des règles de sécurité

ARTICLE DE L'ACPU

par Victor W. Sim
Secrétaire général associé de l'ACPU

En juin 1986, alors qu'il était encore solliciteur général du Canada, M. Perrin Beatty a déclaré qu'il avait l'intention d'introduire un nouveau système simplifié d'attribution des classifications de sécurité aux documents du gouvernement fédéral. Il a en outre fait savoir qu'il assouplirait les règlements régissant les autorisations de sécurité et qu'il réduirait le nombre des fonctionnaires fédéraux nécessitant une telle autorisation. L'ACPU revendique depuis longtemps ces modifications qui auront une portée considérable sur les professeurs des universités canadiennes. L'ACPU a prié instamment M. James Kelleher, le successeur de M. Beatty, d'agir dans la même foulée.

L'abondance des documents gouvernementaux protégés par des cotes de sécurité a nécessité un nombre proportionnel d'autorisations de sécurité et d'employés chargés des évaluations. En 1983, Gordon Fairweather de la Commission fédérale des droits de la personne a déclaré à un comité du sénat que la Gendarmerie royale avait accordé 75 521 autorisations de sécurité en 1982. Selon lui, il s'agissait "d'un glorieux gaspillage du temps d'un grand nombre de personnes". D'énormes quantités de renseignements auxquels, de l'avis de l'ACPU, devrait avoir accès le grand public, dont les chercheurs universitaires, ne sont pas facilement accessibles. Certaines questions pourraient être considérées comme confidentielles pendant un certain temps à l'exemple de n'importe quelle société qui agit de même avec ses dossiers. L'ACPU a recommandé que les cotes de sécurité ne s'appliquent qu'au nombre relativement restreint de documents portant sur des questions vitales tels la défense nationale, les enquêtes criminelles et certains aspects des affaires internationales ainsi que des relations fédérales provinciales.

Un système simplifié de classification des documents nécessiterait moins de fonctionnaires mais d'une autorisation de sécurité et moins d'enquêtes pour accorder ces autorisations. En vertu du présent système, des membres de l'ACPU sont souvent priés de fournir des renseignements sur des étudiants et des collègues ou sur des personnes qui n'ont plus ce statut. A cause du grand nombre d'autorisations, les enquêtes sont souvent menées au hasard, ce qui est une source d'irritation. En réduisant considérablement le nombre d'autorisations de sécurité, le gouvernement s'assurerait ainsi des enquêtes de meilleure qualité. L'ACPU propose depuis longtemps que les membres fournissent par écrit seulement les renseignements demandés en vue d'une autorisation de sécurité.

Malgré le nouveau système de triage et de classification en matière de sécurité introduit par le gouvernement fédéral en 1986, le nombre de demandes d'autorisation de sécurité pour les emplois au gouvernement fédéral n'a pas diminué. Le Solliciteur général a demandé aux sous-ministres de ministères du gouvernement fédéral de réduire le nombre de demandes d'autorisation de sécurité.

L'ACPU estime que la révision de la Loi sur les secrets officiels se fait attendre depuis trop longtemps. Avant de céder la place aux conservateurs, le gouvernement libéral réfléchissait à des moyens de protéger les secrets nationaux. Les conservateurs ont mis sur pied des groupes au ministère de la Justice qui examinent la loi pour déterminer si le nombre de documents et d'activités peuvent être réduits et comment la loi peut s'harmoniser avec la Loi sur l'accès à l'information.

Des représentants du Comité de la liberté universitaire et de la permanence de l'emploi ont été affectés au Programme de formation de nouveaux agents des renseignements. Jon Thompson, professeur de mathématiques à l'Université du Nouveau-Brunswick et président du Comité de la liberté universitaire de l'ACPU, ainsi que Don Savage, secrétaire général, ont donné des conférences et des ateliers sur la signification de la liberté universitaire et l'autonomie des universités au collège de formation des agents. L'invitation à s'adresser aux nouveaux agents de renseignements était une occasion rêvée de sensibiliser les agents des services de sécurité aux traditions de la liberté universitaire dans les universités canadiennes.

Depuis quelques années, l'ACPU s'inquiète du fait que les agents de l'ancien service de sécurité de la Gendarmerie royale, et, plus récemment, du Service canadien de renseignement de sécurité ne comprennent pas toujours la signification des discussions libres et des débats dans le contexte universitaire. Ils ont tendance à voir des menaces à la sécurité nationale lorsque des opinions politiques et sociales, radicales ou libérales, sont exprimées dans des débats.

Depuis de nombreuses années, l'ACPU recommande fortement aux services de sécurité enquêtant dans les universités, de faire la distinction entre la dissension légale et les activités subversives.

Le rapport annuel 1986-87 du Comité de surveillance des activités de renseignement de sécurité confirme que le SCRS, selon les instructions du gouvernement Mulroney, donne son adhésion à l'accord avec l'ACPU initialement adopté par le gouvernement libéral de Pearson, il y a bon nombre d'années, qu'il n'y aurait pas de surveillance sur les campus universitaires, bien que le SCRS, dans l'exercice de ses fonctions, est autorisé à se rendre dans les universités pour prendre des renseignements sur les personnes à la recherche d'un emploi dans la fonction publique ou lorsque certaines indications portent à croire que des personnes sont impliquées dans l'espionnage ou la subversion. Le Comité a également exprimé sa préoccupation au sujet du fait que le SCRS n'a pas encore fait une distinction entre la dissension légale et la subversion. Des rapports récents dans les médias selon lesquels le SCRS a payé des informateurs pour qu'ils s'infiltrent dans un syndicat du Québec indiquent combien il est nécessaire d'exercer une vigilance constante à ce sujet.

Le rapport du CSARS indique que la décision d'entreprendre des activités dans les campus est traitée dans une directive ministérielle qui prévoit l'autorisation d'enquêter, avec l'approbation du Ministre, seulement lorsque des indications objectives laissent présumer que des personnes sont impliquées dans des activités susceptibles de porter préjudice au Canada.

L'ACPU est préoccupée par

Voir RÉVISION/34

Security, surveillance: some gains, problems

CAUT REPORT

by Victor Sim
CAUT Associate Executive Secretary

In June 1986 then Solicitor General of Canada Perrin Beatty said that he intended to introduce a new and simplified system for assigning security classifications to federal government documents. He also indicated that he would ease the regulations covering, and reduce the number of federal public servants who require, security clearances. These changes have long been advocated by CAUT and have considerable significance for Canadian university faculty members. CAUT urged the new Solicitor General, James Kelleher, to continue Mr. Beatty's initiative.

The very large number of government documents covered by security restrictions has required a correspondingly large number of security clearances and the personnel to make these assessments. Gordon Fairweather of the federal Human Rights Commission told a senate committee in 1983 that the RCMP conducted 75,521 security clearances in 1982. Mr. Fairweather commented that this was a "glorious waste of a lot of people's time". Vast quantities of information which should, in the view of CAUT, be available to the public, including university researchers, have not been readily and easily accessible. Some matters could be treated as confidential for a period of time in the same manner as any corporation would treat its files. CAUT has urged that security restrictions apply only to the relatively small number of documents relating to such vital matters as national defence, criminal investigation and some aspects of international affairs and federal-provincial relations.

A simplified document classification system would require fewer public servants with security clearances and fewer security clearance investigations. Under the present system, members of CAUT are frequently called upon to provide information about former or current students and colleagues. The large number of such clearances has often led to casual investigating techniques and has been a source of irritation. A drastic reduction in security clearances would likely mean the remainder would be properly done. CAUT policy has long suggested that members provide information requested for security clearances only in writing. Despite a new security classification and screening system introduced by the federal government in 1986 the number of requests for clearances for federal government employment has not declined. Indeed, it rose slightly in the second half of 1986. The Solicitor General has asked deputy heads of federal government departments to reduce the number of security clearances requested.

CAUT believes that a revision of the Official Secrets Act is long overdue. The previous Liberal government was rethinking ways to protect national secrets when it went out of office. Under the Tories, groups in the Department of Justice are now reviewing the Act to determine whether the number of documents and activities covered can be reduced and how the Act can be harmonized with the Access to Information Act.

Representatives of the CAUT Academic Freedom and Tenure Committee addressed the Entry Training Program for new Canadian Security Intelligence Service staff members in the spring of 1987. Jon Thompson, (Mathematics, UNB), Chair of the AFT Committee and Don Savage, CAUT Executive Secretary, lectured on the meaning of academic freedom and university autonomy at the staff training college. The invitation to speak to CSIS trainees was a welcome opportunity to acquaint security services officers with the traditions of academic freedom in the Canadian universities.

CAUT has been concerned for some years that agents of the old RCMP Security Service and, more recently, of the CSIS do not always understand the meaning of free discussion and academic debate in the university context and have been inclined to perceive threats to national security when liberal or radical political and social views are expressed in debate.

CAUT has urged the security services, in their activities on university campuses, to distinguish between legal dissent and subversive activity. The 1986-87 annual report of the Security Intelligence Review Committee confirms that CSIS, on the instructions of the Mulroney government, adheres to the agreement with CAUT first adopted by the Pearson Liberal government, many years ago, that there will be no general surveillance of university campuses, though the CSIS, in the discharge of its responsibilities, may go to universities for information on people seeking employment in the public service or where there are definite indications that individuals may be involved in espionage or subversion. SIRC also expressed concern that CSIS has still not fully recognized the distinction between legal dissent and subversion. Recent media reports

See SECURITY/34

QUEEN'S NATIONAL SCHOLARS
(Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments in the life, physical and social sciences, the humanities, business, education, engineering, law, medicine, nursing, rehabilitation therapy, and industrial relations, public administration and urban and regional planning. Preference will be given to scholars in the early- or mid-career stages.

These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Another objective is to provide an opportunity to improve the proportion of women on faculty.

Under a special "Queen's National Scholar" program these appointments will be either bridging appointments to regular tenure track positions or special shorter term appointments. THE MAIN CRITERION OF INTEREST TO THE SELECTION COMMITTEE IS ACADEMIC EXCELLENCE REGARDLESS OF OTHER CONSIDERATIONS. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Candidates should arrange to have letters from three referees sent directly to the address below. The deadline for the receipt of completed applications, including letters of reference, is **October 16, 1987.**

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Canada, K7L 3N6.

University of Tasmania

Chair of Psychology

(Ref. No. 66/87)

Applications are invited for appointment to the Chair of Psychology which became vacant following the appointment of Professor Don McNicol to the Commonwealth Tertiary Education Commission last year. Expressions of interest will be welcomed from candidates with high research standing, wide experience in post-graduate supervision and an experimental orientation towards any area of human psychology. The appointee must also be able to relate to the applied professional programmes offered by the department and to liaise effectively with the profession and the wider community. Enquiries about academic aspects of the post should be directed to the Head of Department, Dr. B. D. Mackenzie, tel. (002) 202237. The present professorial salary is $A58,870 p.a.

Application form, information booklet and conditions of appointment brochure are available from the Staff Officer, University of Tasmania, Box 252C, G.P.O., HOBART, TASMANIA, AUSTRALIA, 7001, tel. (002) 202013. Applications close on **30 November 1987.**

THE UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER

Pornographie: un projet de loi contesté

ARTICLE DE L'ACPU

par Donald C. Savage
Secrétaire général de l'ACPU
et
Victor W. Sim
Secrétaire général associé de l'ACPU

A l'instar du gouvernement libéral qui les a précédés, les Conservateurs doivent décider du degré de censure à imposer au Canada. En février 1985, alors qu'il était encore ministre de la Justice, M. John Crosbie a reçu du Comité Fraser un rapport qui examinait à fond les problèmes soulevés et énonçait une série de propositions. L'ACPU a comparu aux audiences du Comité Fraser qui a inclu dans son rapport définitif certaines de ses idées. M. Crosbie a rejeté dans une grande mesure le rapport Fraser. Son attitude fut des plus surprenantes compte tenu de la réponse qu'il avait faite au Comité de la Chambre des communes sur les droits à l'égalité (voir l'article sur les droits à l'égalité).

Pendant de nombreuses années, l'ACPU s'est opposée au gouvernement libéral à propos de cette question. Nous étions en faveur du maintien des sanctions actuelles en vertu du code criminel qui rend illégale la pornographie violente au Canada. Nous avons appuyé les efforts sincères visant à prévenir l'usage d'enfants et d'adolescents dans la production de matériel pornographique et à imposer de sévères sanctions aux producteurs de films, de revues pornographiques et de spectacles à caractère sexuel où les personnes qui y participent sont maltraitées. Nous avons encouragé les propositions de restreindre aux adultes les points de vente du matériel trop explicite. Nous avons remarqué la différence entre la télévision, où la diffusion de matériel pornographique ne peut être contrôlée efficacement, d'une part, et les livres ou les cinémas où l'on peut contrôler les ventes, d'autre part.

En règle générale, l'ACPU s'est opposée au vocabulaire vague et global employé dans le code criminel pour définir la pornographie, car, en effet, ce vocabulaire pourrait inévitablement servir à attaquer les travaux scientifiques, littéraires, artistiques et pédagogiques. Nous avons prié instamment le gouvernement de définir précisément ce qu'il veut faire et d'utiliser ensuite le langage approprié pour le faire afin d'éviter ces attaques possibles. Cependant, les Libéraux semblaient beaucoup plus intéressés à essayer d'apporter des modifications générales draconiennes au code criminel en s'occupant de questions délicates comme la pornographie enfantine.

Toutefois, l'ancien premier ministre, M. Trudeau, et les ministres qui y étaient mêlés, soit MM. Jean Chrétien et Mark MacGuigan, n'ont jamais vraiment mis leurs cartes sur la table. Avaient-ils l'intention de ne rien faire adopter ou voulaient-ils tout simplement donner l'impression à l'aide droite que la question les préoccupait sans offenser le reste du pays en n'agissant pas.

Leurs successeurs, les Conservateurs, ont emprunté à peu près le même chemin. M. Crosbie a introduit le projet de loi C-114 au printemps. Bien entendu, il est mort au feuilleton à la prorogation du Parlement le 28 août, 1986. Les medias l'ont attaqué dans une large mesure à cause de son langage et de sa position puritaine vis-à-vis le sexe.

Un nouveau projet de loi a été introduit par le ministre actuel, M. Ramon Hnatyshyn, en mai 1987. Il fait une distinction entre l'érotisme et la pornographie, mais d'une manière puritaine et sans utilité. Rien n'indique que le gouvernement a tenté de faire une distinction utile entre le matériel érotique et la pornographie véritablement dangereuse.

Le nouveau projet de loi, cependant, comporte deux garanties importantes que l'ACPU a recommandées à l'occasion. La première est un moyen de défense visant les oeuvres artistiques, pédagogiques et scientifiques. Malheureusement, elle ne s'applique pas à tous les aspects de la loi. Ce moyen de défense revêt un caractère très important pour les universités et les professeurs mais, ces derniers doivent quand même assumer les frais des poursuites qu'ils intentent pour se défendre.

Quand à la deuxième garantie, la loi prévoit qu'aucune mesure ne peut être prise sans la permission formelle du procureur général de la province en cause. Ainsi, les groupes qui se chargent de veiller à l'ordre public ne peuvent s'attaquer aux bibliothèques et aux cours universitaires. Lorsqu'ils étaient au pouvoir, les Libéraux ont refusé d'inclure ces garanties. Toutefois, les procureurs généraux provinciaux ne sont pas tous sympathiques aux mérites des universités.

Cependant, en raison des coûts des poursuites, il en va donc de l'intérêt de l'ACPU de faire en sorte que le langage de la loi soit aussi précis que possible. L'association s'est d'ailleurs adressée à M. Ramon Hnatyshyn à ce sujet. La question devrait également intéresser les procureurs généraux car ils vont être submergés de requêtes pour interdire les classiques des arts et de la littérature.

Le projet de loi prévoit des exemptions dans les cas où il est démontré que des documents pornographiques ont une valeur éducative, artistique ou scientifique. Il reviendra toutefois au professeur visé de prouver la valeur de ces documents. Aucune exemption n'est prévue dans le cas d'une représentation mettant en scène une personne réellement ou apparemment âgée de moins de dix-huit ans ou montrant des actes de violence à l'endroit de l'un des acteurs.

La définition de la pornographie est tellement large dans le projet de loi qu'elle peut comprendre de nombreuses descriptions théâtrales de la sexualité des adolescents dans maintes cultures à travers l'histoire, sans oublier Roméo et Juliette. Elle pourrait interdire des études sur la sexualité des adolescents ou des études anthropologiques sur les cérémonies d'initiation à la vie adulte. Il n'est pas évident, non plus, comment la recherche sur la pornographie enfantine et sur les abus sexuels des enfants pourrait être effectuée au Canada à l'avenir. La partie sur les spectacles soulève les

Voir CENSURE/37

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Tories debate difference between erotica and porn

CAUT REPORT

by Donald C. Savage
CAUT Executive Secretary
and
Victor W. Sim
CAUT Associate Executive Secretary

The Tories, like the Liberals before them, have wrestled with the question of the proper degree of censorship in Canada. The previous Minister of Justice, John Crosbie, received a detailed report from the Fraser Committee in February, 1985 which thoughtfully reviewed the problems involved and set out a series of detailed propositions. CAUT testified to the Fraser Committee and some of its ideas were included in the final report. Mr. Crosbie largely rejected the Fraser Report. This was all the more surprising, given his rational and reasonable response to the equality rights committee of the House of Commons (see article on equality rights).

For many years the CAUT battled the Liberal government over this issue. We supported the continuation of the existing criminal code sanctions which make hard core pornography illegal in this country. We supported genuine attempts to prevent the use of children and young people in the production of pornographic films, magazines and live sex shows where actual harm is done to those involved in the production. We were sympathetic to suggestions to restrict the locale of the sale of explicit materials to adults. We noted that there is a difference between television, where viewing cannot be effectively controlled, on the one hand, and books or movie theatres where sale can be controlled, on the other hand.

In general CAUT has been opposed to vague and sweeping language to define pornography within the criminal code because such language would inevitably be used to attack works of science, literature, art and education. We have urged the government to precisely define what it wants to do and then use appropriate language to do it so that such fallout will not occur. But the Liberals seemed much more interested in trying to make draconian changes of a general nature to the criminal code through the use of emotive issues such as child pornography.

However, it was never very clear whether former Prime Minister Pierre Trudeau and the ministers involved, Jean Chretien and Mark MacGuigan, actually intended that anything should pass or whether they merely wanted to create the impression with the right wing that they were concerned without offending the rest of the country by doing anything about it.

Then the Tories entered the lists. Mr. Crosbie introduced Bill C-114 in the spring of 1986. It died, of course, when Parliament was prorogued on August 28. Bill C-114 was widely attacked in the media for its vague language and puritanical view of sex.

A new bill C-54 was introduced by the current Minister, Raymon Hnatyshyn, in May, 1987. It draws a distinction between erotica and pornography but does so in a puritanical and less-than-helpful way. There is no indication that the government has attempted to provide a useful distinction between erotic material and genuinely harmful pornography.

The new bill does, however, include two important safeguards which CAUT has recommended from time to time. The first is an artistic, educational or scientific defence. Unfortunately, this is not applied to all aspects of the legislation. This defence is very important for the universities and for individual professors but it still leaves them vulnerable to paying the costs of a legal action to defend themselves.

The second safeguard is that no action may be taken under the legislation except with the formal permission of the provincial attorney-general in question. This means that vigilante groups cannot launch attacks themselves on university libraries or courses. The Liberals, when in office, refused to include such safeguards.

Nevertheless, because of the potential costs of legal action, CAUT has an interest in ensuring that the language of the legislation is as precise as possible and has made representations to Mr. Hnatyshyn to this effect. The attorneys-general should also be interested because, with the new definitions, they will be swamped with demands to ban all the classics of literature and art.

The proposed legislation provides exemptions for the use of some allegedly pornographic material if it has educational, scientific or artistic merit. The onus would, however, be on a faculty member using such material to establish its merit. No exemption is provided for a visual production which portrays a person who is or who appears to be under the age of 18 engaged in sexual conduct or which depicts actual harm to one of the performers. Pornography is defined so broadly in the draft legislation that it could include many theatrical depictions of adolescent sexuality in many cultures throughout history including *Romeo and Juliet*. It could prevent some clinical studies of teenage sexuality or anthropological studies of coming of age ceremonies. Nor is it clear how research on child pornography and the sexual abuse of children could be carried out in Canada in the future. Similar problems arise with the sections on theatrical performances.

It has been suggested that faculty members in performing arts, fine arts and film studies could attract criminal charges if they create visual materials with sexual themes. The definition of pornography could easily embrace works of art from *Oedipus Rex* to *The Tin Drum*.

The Minister has been asked to clarify whether provisions against "possession for the purpose of distribution" would prevent faculty members from using allegedly pornographic material in a classroom or a laboratory. He has been asked to revise the legislation, if necessary in this regard, and has been urged to ensure that the onus is on the Crown, rather than the user or creator, to demonstrate that visual images on film or in the

See CENSORSHIP/34

Who's who in the federal cabinet — the Tory line-up

Benoît Bouchard

Michael Wilson

Ramon Hnatyshyn

David Crombie

Flora MacDonald

Jake Epp

Frank Oberle

James Kelleher

Michel Côté

Jean Charest

The following federal cabinet ministers are in charge of portfolios covering areas of concern to the university and research communities.

Benoît Bouchard
Minister of Employment and Immigration

The Employment Minister is in charge of a wide variety of manpower programs and the Unemployment Insurance Commission.

Prior to his present appointment, Mr. Bouchard served as Minister of State for Transport and Secretary of State.

Before his election to Parliament he worked mainly in the education field, first as a teacher, then as principal of secondary schools in Roberval, Quebec. He was appointed Director of the Saint-Felicien CEGEP in 1979.

Mr. Bouchard holds a B.A. and a licence es lettres from Laval University.

He has been active in many social and professional organizations, including the Fédération des CEGEPS and Solidarité économique régionale. From 1973 to 1980, he was an alderman in Roberval.

Ramon Hnatyshyn
Minister of Justice and Attorney General of Canada

CAUT's primary concern with regard to the Justice portfolio is on the question of the obscenity provisions of the Criminal Code as they affect censorship and the work of our members.

Mr. Hnatyshyn has been an M.P. since 1974. He has been a member of a number of Commons Standing Committees, and has also been on joint committees of the Senate and the House of Commons. He served as Minister of Energy, Mines and Resources and Minister of State for Science and Technology in 1979. He was Chairman of the Justice and Legal Affairs Committee and the PC critic for the Ministry of Justice and the Solicitor General.

Mr. Hnatyshyn served as Government House Leader in 1984 and was named President of the Privy Council in February, 1985.

Mr. Hnatyshyn holds a Bachelor of Arts and a Law degree from the University of Saskatchewan, where he lectured in law. He was appointed Queen's Counsel in 1973.

David Crombie
Secretary of State and Minister responsible for Multiculturalism

The Secretary of State is responsible for matters concerning higher education and the administration of the Established Programs Financing agreement. He/she is also responsible for the Social Sciences and Humanities Research Council.

Mr. Crombie was first elected to the House of Commons in the by-election of October 1978 and was re-elected in 1979, 1980 and 1984.

He was sworn to the Privy Council and appointed Minister of National Health and Welfare in June, 1979. He became Minister of Indian Affairs and Northern Development in September, 1984.

Educated in Toronto and a graduate of the University of Western Ontario, he served as a lecturer and then Director of Student Services for Toronto's Ryerson Polytechnical Institute from 1962 to 1971.

Mr. Crombie was elected an alderman for the City of Toronto in 1969 and then as mayor in 1972 — an office which he held until 1978.

In 1983 he was a candidate for the leadership of the federal Progressive Conservative Party.

James Kelleher
Solicitor General of Canada

The Solicitor General is responsible for the Royal Canadian Mounted Police, the Correctional Service of Canada, the National Parole Board and the Canadian Security Intelligence Service.

Prior to becoming Solicitor General, Mr. Kelleher was Minister for International Trade, and primarily responsible for the development and implementation of Canadian trade and export strategy. In that portfolio, he travelled the country extensively, meeting with business, labour and community leaders and led trade missions to the United States, Eastern and Western Europe, Southeast Asia and the Pacific Rim. He has represented Canada at the Quadrilateral Trade Minister's meeting and co-chaired at the Joint Economic Commission of Canada and the USSR.

Mr. Kelleher holds a law degree from Osgoode Hall and until his election to Parliament in September 1984, was the senior partner in the law firm of Kelleher, Laidlaw and MacDonald of Sault Ste. Marie, with a practice concentrating on the corporate-commercial, municipal and labour fields.

Flora MacDonald
Minister of Communications

The communications portfolio includes responsibility for culture.

Prior to her present appointment, Ms. MacDonald served the federal Cabinet as Minister of Employment and Immigration and, in 1979-80, as Secretary of State for External Affairs.

She is also a member of a number of key Cabinet committees: Priorities and Planning, Economic and Regional Development, Foreign and Defence Policy, Public Service, Social Development, and the Priorities and Planning Sub-committee on Trade Negotiations.

First elected to the House of Commons in 1972, she has served as Progressive Conservative Party Spokesperson for Indian Affairs and Northern Development, Federal-Provincial Relations, External Affairs, and the Status of Women. In addition, she has been Chairperson of the Social Development Caucus Committee and Vice-Chairperson of the Priorities and Planning Committee.

Ms. MacDonald is a graduate of the Empire Business College and, in 1972, became the first woman to complete successfully the National Defence College's one-year course in Canadian and International Studies.

She served as executive director of the Progressive Conservative National Headquarters from 1957 to 1966. She spent the next six years as an administrative officer and tutor in the Department of Political Studies at Queen's University. From 1966 to 1969 she was National Secretary of the Progressive Conservative Association of Canada.

Jake Epp
Minister of National Health and Welfare

The Medical Research Council falls under this ministry and through it reports to Parliament.

Mr. Epp was first elected to the House of Commons in 1972. The following year, he was appointed as the Progressive Conservative Caucus Chairman for Immigration by Robert Stanfield. In 1975, Mr. Epp served on the Special Joint Committee which studied the Green Paper on Immigration. Mr. Epp has served on several Standing Committees including Regional Development and Labour, Manpower and Immigration.

In 1979, Mr. Epp assumed the responsibility of Minister of Indian Affairs and Northern Development in the government of Prime Minister Joe Clark. He was named Chairman of the Committee on Federal-Provincial Relations in 1980 and was also responsible for matters relating to the Canadian Constitution. In 1983, Mr. Epp was appointed Caucus Chairman for Health and Welfare.

In addition to his ministerial responsibilities, Mr. Epp is Chairman of the Cabinet Committee on Social Development and member of the Cabinet Committee of Planning and Priorities.

Mr. Epp received a Bachelor of Arts degree, with a specialization in History, from the University of Manitoba in 1961. In 1965, he completed a Bachelor of Education degree from that same University. For eleven years, Mr. Epp taught history and social sciences at Steinbach Collegiate Institute. Mr. Epp was awarded an Honourary Doctor of Law degree in 1987 from Trinity Western University, Langley, British Columbia.

Michel Côté
Minister of Industry Science and Technology

The government announced in August that it planned to create a new Department of Industry, Science and Technology. It will be a blending of the industry department (minus its regional development branches) with the Ministry of State for Science and Technology. It is expected that the Natural Sciences and Engineering Research Council and the National Research Council will be reporting to Parliament via this new ministry.

Shortly after his election to the House of Commons in 1984, Mr. Coté was appointed Minister of Consumer and Corporate Affairs. In that portfolio he was responsible for the June, 1986 adoption of the Competition Act and the creation of the Competition Tribunal. He began the process of amending the regulations governing use of the metric system and launched a review of the Bankruptcy Act.

From August 1985 to January 1987, Mr. Coté was minister responsible for Canada Post Corporation.

In June 1986, Mr. Coté was appointed Minister of Regional Industrial Expansion and Minister responsible for Investment Canada and the Federal Business Development Bank. He will remain at the head of the new department.

He received his degree in accounting from Laval University in 1967 and became a member of the Order of Chartered Accountants of Quebec in 1969.

Michael Wilson
Minister of Finance

In addition to his position as Minister of Finance, Mr. Wilson is a member of the Planning and Priorities Committee, and is on the Cabinet Committees for both Economic and Regional Development and Social Development.

Mr. Wilson was first elected to the House of Commons in May 1979. On June 4 of the same year, he was appointed the Minister of State for International Trade in the government of Prime Minister Joe Clark. After the 1980 election,

See MINISTERS/35

Les élections partielles de juillet

Les professeurs sont plus nombreux que les pêcheurs

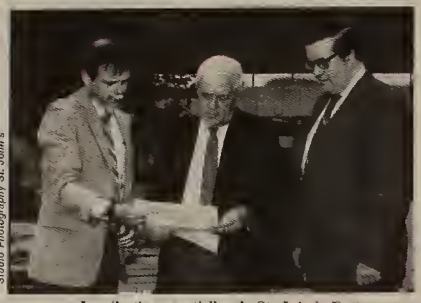
"Les élections partielles constituent une occasion rêvée de faire du lobbying", affirme M. Donald Savage, secrétaire général de l'ACPU. Cet été, l'ACPU et les associations de professeurs des universités Memorial et McMaster ont organisé un lobby auprès des candidats et des media à l'occasion des élections partielles de St. John's East et de Hamilton Mountain.

A St. John's East, la campagne a porté en partie sur l'importance de l'université pour la circonscription, la ville et la province. Memorial est située dans St. John's East, et plus de la moitié de ses 2 300 employés vivent dans cette circonscription. Quelque 3 000 étudiants ont également élu domicile dans la circonscription.

"St-Jean est une ville universitaire; St. John's East est un district universitaire. L'université représente le plus important employeur du district, après le gouvernement", déclare le professeur Mark Graesser, président sortant de l'association des professeurs de l'université Memorial (MUNFA). Cependant,le gouvernement conservateur ne semblait avoir d'yeux que pour le groupe beaucoup plus restreint des pêcheurs, faisant pleuvoir sur eux durant la campagne des projets électoraux tels que celui des brise-lames.

L'ACPU suggéra l'élaboration d'un questionnaire, qui fut distribué par l'association des professeurs aux candidats des trois partis importants. Les trois partis y répondirent. Les Libéraux et les Néo-démocrates répondirent favorablement aux principales préoccupations de l'ACPU. Le candidat conservateur se contenta de propos évasifs, particulièrement sur la question du financement, à propos de laquelle il déclara ignorer simplement si les universités devaient recevoir plus ou moins d'argent, et s'en remettre à ce propos au Colloque du mois d'octobre qui pourrait peut-être lui apporter la réponse. L'association des professeurs fit alors publier les résultats de son questionnaire sous forme de prospectus.

L'ACPU et l'association des professeurs rencontrèrent également d'une manière conjointe chacun des candidats, et communiquèrent le plus souvent possible avec les media. Le *St. John's Evening Telegram* rendit compte de la situation de façon particulièrement éloquente par la publication de la manchette suivante: "MUN: key to byelection results" (L'université Memorial: clé des résultats de l'élection partielle).



Studio Photography St. John's

Les élections partielles de St. John's East.
L-R: Mark Graesser; Steve Neary, Lib.; Donald Savage.

Les étudiants ont également joué un rôle très actif. Ils ont invité les candidats à participer à un débat à Memorial. Tous les candidats avaient accepté, lorsque le candidat conservateur se désista soudain en déclarant que les questions se rapportant à l'enseignement postsecondaire étaient d'un intérêt trop marginal pour faire l'objet d'un débat. Il commettait là une erreur. Le retrait réussit à lui seul à retenir l'intérêt des media durant à peu près une semaine, tant et si bien que les Conservateurs essayèrent sans succès de susciter un débat plus général.

Les Conservateurs rendirent alors publiques à leur propre conférence de presse les réponses qu'ils avaient apportées au questionnaire de la MUNFA et de l'ACPU, mais le candidat fit à la télévision une allusion sarcastique au NPD et à sa préoccupation envahissante à l'égard de l'enseignement postsecondaire. Il laissa également entendre que toute cette question était sans importance car les étudiants n'iraient pas voter et que de toute manière les partis d'opposition pouvaient promettre la lune car ils n'assumaient pas la responsabilité du pouvoir.

Il est évident que des tendances nationales et une antipathie envers les prises de position du gouvernement Mulroney sur divers problèmes ont joué un rôle clé dans l'élection partielle. Toutefois, les résultats dans St. John's East ont été suffisamment serrés pour que l'on soit en mesure d'affirmer, à l'instar du *Evening Standard*, que les professeurs, les employés de soutien et les étudiants de Memorial ont joué un rôle significatif dans l'élection.

Il a été plus difficile de s'imposer durant l'élection partielle de Hamilton Mountain. L'université McMaster ne se trouve pas dans la circonscription, bien qu'un nombre appréciable de professeurs, d'employés de soutien et d'étudiants y vivent. L'association des professeurs de McMaster a également distribué un questionnaire, dont s'est occupé le professeur Michael Atkinson du département de sciences politiques. Les Conservateurs ont refusé d'y répondre, mais les Libéraux et le NPD l'ont fait, en se montrant favorables aux principales prises de position adoptées par l'ACPU.

Le professeur Richard Vince s'est chargé d'assurer la couverture par les media des réponses apportées à ce questionnaire , ainsi que de la visite faite dans la circonscription par le président et le secrétaire général de l'ACPU. Les candidats ont cependant été beaucoup plus réticents que ceux de St. John's East à reconnaître les problèmes ou à rencontrer les représentants des professeurs. Toutefois, il s'est agi d'un exercice utile de conscientisation tant à l'intérieur qu'à l'extérieur de l'enceinte universitaire. "Mais allez-vous être en mesure de transmettre votre message aux électeurs?" demandait un reporter à St. John's East. L'hypothèse suivant laquelle les professeurs, lés employés de soutien et les étudiants d'université ne font pas partie du "vrai monde", et donc du corps électoral, a peu de chances d'être entendue à nouveau dans l'avenir, spécialement à St. John's East.

The July by-elections

More professors than fishermen in St. John's East

"By-elections are a great place to lobby", says Dr. Donald Savage, Executive Secretary of CAUT.

This summer CAUT and the ,faculty associations at Memorial University and McMaster University organized lobbies of the candidates and the media in the by-elections in St. John's East and Hamilton Mountain.

In St. John's East the campaign focused in part on the importance of the university to the riding, the city and the province. Memorial is physically located in St. John's East and more than half of its 2,300 employees live in the constituency. Some 3,000 students live at home in the riding as well.

"St. John's is a university city, St. John's East is a university district. The university is the largest employer in the district - next to the government", said Prof. Mark Graesser, Past President of the Memorial Faculty Association. Yet the Tory government seemed obsessed with the much smaller number of fishermen, raining electoral projects such as breakwaters and the like on them during the campaign.

CAUT suggested a questionnaire which was distributed by the faculty association to the candidates of the three major parties. All three responded. The Liberals and the New Democrats gave support to the main CAUT concerns. The Conservative candidate waffled, particularly on the funding issue where he declared that he simply did not know whether the universities should get more or less but perhaps the Forum in October would tell us. The faculty association then printed the results as a flyer.

Studio Photography St. John's

The by-election in St. John's East.
L-R: Donald Savage; Jack Harris, NDP; Mark Graesser.

CAUT and the faculty association also jointly met all the candidates and as much of the media as possible. There was particularly good coverage in the *St. John's Evening Telegram* under the headline "MUN: key to byelection results".

The students were also very visible. They invited the candidates to debate at Memorial. All agreed but the Conservative candidate then withdrew saying that issues pertaining to postsecondary education were too narrow to debate. That was an error. The withdrawal itself maintained a life in the news media for a week or so - so much so that the Conservatives tried without success to generate a more general debate.

The Tories then released their answers to the MUNFA/CAUT questionnaire in their own press conference but on TV the candidate sarcastically referred to the NDP and their favourite postsecondary education issue. He also suggested that none of this mattered because the students would not vote and that in any event the opposition parties could promise the moon since they did not have the responsibility of government.

It is clear that national trends and an antipathy to the Mulroney government built up over various issues were key to the by-election. Yet the results were sufficiently close in St. John's East to make, as the Evening Telegram said, the faculty, support staff and students at Memorial an important factor.

It was somewhat more difficult to make an impact on the by-election in Hamilton Mountain. McMaster is not in the constituency although a fair number of faculty, support staff and students live there. The McMaster Faculty Association also distributed a questionnaire which was handled by Prof. Michael Atkinson of the Political Science Department. The Liberals and the NDP responded but the Conservatives refused to do so. Both were favourable to the main CAUT positions.

Prof. Richard Vince handled the media coverage of this and of the visit to the constituency by the President and Executive Secretary of the CAUT. The candidates were, however, much more reluctant to recognize the issues or to meet the representatives of the faculty than in St. John's East. Nevertheless this turned out to be a useful exercise in consciousness-raising both inside and outside the university.

"But are you going to get this message to the voters", said one reporter in St. John's East. The assumption that faculty, support staff and students are not real people and thus not voters is not likely to be repeated especially in St. John's East.

RESULTS OF HAMILTON—MOUNTAIN BY-ELECTION

Marion Dewar	NDP	14,894 or 43.46% of the valid votes
Elizabeth Phinney	LIB	13,226 or 38.6% of the valid votes
Dan MacDonald	PC	5,500 or 16.05% of the valid votes
Martin O'Hanlon	RHINO	323 or .94% of the valid votes
John Turmel	IND	172 or .50% of the valid votes
Andrew Varady	SOC. CREDIT	150 or .44% of the valid votes

RESULTS OF ST. JOHN'S EAST BY-ELECTION

Jack Harris	NDP	16,086 or 46.39% of the valid votes
Thomas Hickey	PC	12,102 or 34.90% of the valid votes
Steve Neary	LIB	5,955 or 17.17% of the valid votes
Peter Francis Quilan	RHINO	533 or 1.54% of the valid votes

Crawford Brough Macpherson

Crawford Brough Macpherson, a world renowned scholar and former president of CAUT (1968-69), died in July. His death and his considerable contributions to political thought in Canada and abroad have been noted in major publications across Canada. The following is an obituary by Frank Cunningham, chairman of the Department of Philosophy at the University of Toronto which appeared in the Financial Post *July 27.*

With the death on July 21 of Crawford Brough Macpherson (at age 75), Canada lost one of its most significant scholars.

An officer of the Order of Canada and member of the Royal Society, C.B. Macpherson enjoyed a worldwide reputation. Thanks partly to the translation of his works into all the world's major languages, it is most rare for any Canadian political theorist to talk with peers abroad for more than a few minutes before being asked about Macpherson.

Two achievements contribute to his fame. First, he defined a unique perspective which has practical implications on a macropolitical level.

Making use of his training in economics (at the University of London, where he received a graduate degree in 1935) and at the University of Toronto (where he was an undergraduate student of political theory and, subsequently, a teacher), Prof. Macpherson challenged the assumption that socialism and liberal democracy embody entirely incommensurable values. He argued, instead that socialists can and should "retrieve" liberal democracy.

With the exception of those on the extreme right who saw liberal democracy as creeping socialism or the like, this assumption had been unquestioningly shared by socialists and nonsocialists alike.

Many socialists and liberal democrats still think of Macpherson's project as an effort to square the circle, but many have also become convinced that there may well be hitherto unexplored shared territory. All must now come to grips with Macpherson's arguments.

This suggests the second reason for his stature:

From his earliest work (*Democracy in Alberta*, which studied Social Credit) through his study of the intellectual origins of British capitalism (*The Political Theory of Possessive Individualism*), the published CBC lectures examining the potentials for democratic progress in the Western, Eastern and Third worlds (The Real World of Democracy) and the powerful theoretical exposition, *Democratic Theory* among other publications, Macpherson ably and eloquently argued for his views. Opponents such as Milton Friedman are subjected to thorough critiques of the sort that give scholars nightmares.

At the same time, concepts such as "rights" and "freedom" were analyzed in their complexity. An example is the right of "property" which Macpherson saw as having originally comprised two dimensions: the right to exclude others from the use of something and the right of access to conditions required for freedom to develop one's capacities.

Under the pressures of market capitalism, he argued, the primary right of property becomes the exclusionary right. This, in turn, undermines the right of the majority to use property for personal development. Further, it promotes a culture in which *all* people place an excessively high value on material things. Macpherson's conclusion is that socialists should strive to retrieve the full potentials of property rights.

This sort of thesis is bound to grate both on those with vested interest in preserving a capitalist market and on those wedded to hard-line socialist policies — hardly a large number, at least in Canada.

Perhaps Macpherson's popularity stems from an optimism shared by many, even in our cynical times, about human nature. He allows that in defending property as a right to self-fulfillment, we must return to "the idea that used to prevail before the market economy converts us all into consumers: the idea that life is for *doing* rather than just *getting*."

C.B. Macpherson, himself, was evidently one of those who had escaped the consumerist ethic sufficiently to develop some quite impressive human capacities.

Semaine nationale des universités 1987: Le secteur de l'enseignement supérieur au Canada dit ce qu'il pense

L'automne prochain, les universités d'un bout à l'autre du Canada mettront sur pied un programme d'envergure nationale pour faire voir aux Canadiens pourquoi il en vaut la peine d'investir dans l'enseignement supérieur. Durant la Semaine nationale des universités 1987, du 24 octobre au 1er novembre, les 83 membres de l'Association des Universités et Collèges du Canada inviteront le public à des journées de visite, des conférences, des expositions et autres événements spéciaux dans l'intention de souligner l'importance de l'enseignement supérieur pour le développement communautaire, régional et national.

Le Recteur de l'Université de Montréal et coprésident du Comité organisateur du programme, M. Gilles Cloutier, explique la raison qui motive la Semaine. "Des sondages d'opinion effectués récemment révèlent qu'il existe, partout au pays, un ample appui du public à l'égard des universités. Toutefois, certains de ces mêmes sondages donnent à entendre que les Canadiens n'ont pas une idée absolument claire de l'envergure de l'entreprise universitaire. Le programme susmentionné vise à relever ce degré de compréhension."

La Semaine est une entreprise à laquelle collaborent les associations nationales, régionales et provinciales d'universités, les organisations nationales de professeurs et d'étudiants ainsi que le Conseil des affaires publiques pour l'éducation.

Outre les événements spéciaux prévus pour les divers campus, le Comité d'organisation de la Semaine est en train de mettre en branle une série d'initiatives d'envergure nationale, qui s'inspirent du thème "Assurons l'avenir". Il s'agit notamment d'annonces d'intérêt public à la télévision et à la radio, de suppléments spéciaux dans de grandes publications d'information et d'un programme de conférences publiques prononcées par des recteurs d'université.

M. Cloutier mentionne que lui-même et ses collègues sont encouragés par l'attention accrue que les media accordent à l'enseignement supérieur et à la recherche. A son avis, cette attention reflète un intérêt grandissant de la part du public à l'égard des réalisations du Canada dans les domaines de la recherche et du développement.

Selon le mot de M. Cloutier, "Les gouvernements de notre pays n'ont pas accordé une priorité particulièrement élevée à l'enseignement supérieur et à la recherche. En conséquence, l'aptitude des universités à répondre aux demandes accrues, tant au chapitre de l'enseignement qu'à celui de la recherche, s'en est trouvée lésée. La situation au Canada, en ce qui concerne l'appui à la recherche est de beaucoup inférieure à celle de nos partenaires commerciaux internationaux et il devient de plus en plus évident que les répercussions économiques et sociales de ce genre de politique sont graves. A mesure que nos concitoyens comprendront mieux l'importance des universités pour leur avenir et celui de notre société, nous croyons qu'ils seront davantage portés à dire aux politiciens qu'il est temps de changer de politique."

National Universities' Week 1987: Canadian higher education speaks its mind

This fall universities across Canada will mount a nationwide program to show Canadians why investing in higher education makes good sense. During National Universities' Week 1987, October 24 to November 1, the 83 members of the Association of Universities and Colleges of Canada will be inviting the public to open houses, lectures, exhibits and other special events in an effort to underscore the importance of higher education to community, regional and national development.

Kenneth L. Ozmon, President of Saint Mary's University and co-chair of the program's organizing committee, explains the reason behind the week. "Universities are an important part of the day-to-day lives of all Canadians", said Dr. Ozmon. "We may not always see the connection between the work going on in our universities and our own well-being — as individuals and as a society. This program is simply a means of helping people make those connections."

The week is a co-operative effort of national, regional and provincial university associations, national faculty and student organizations and the Public Affairs Council on Education.

In addition to the special events that are being planned for individual campuses, a series of nationwide initiatives are being undertaken by the week's organizing committee around the theme "Investing in our future". These include television and radio public service announcements, special supplements to major news publications and a program of public speaking engagements by university presidents.

Dr. Ozmon says public interest in higher education and related issues — particularly research — is growing. He says universities may eventually need to translate that interest into political action.

"For the past decade or so, higher education right across Canada has been harmed because of insufficient levels of support", says Dr. Ozmon. "Universities have done their best to keep up with increased demand — both in terms of teaching and research — with inadequate funds. This is a situation that cannot go on indefinitely and if it continues, we're going to have to make Canadians see higher education as an election issue. We're confident that Canadians have the foresight to know that eating next year's seed crop is a false economy. We're also confident that when they understand how inadequate levels of university funding are affecting their own future and the future of this country, they'll be ready to tell their politicians it's time to rethink priorities."

QUEEN'S UNIVERSITY
The Faculty of Medicine

Applications or nominations are invited for the position of Professor and Head of PAEDIATRICS. The appointment will become effective July 1, 1988. The qualified applicant shall hold Royal College certification or equivalent in paediatrics, a relevant background in teaching and research, and be eligible for licensure in Ontario in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Nominations and applications, including a Curriculum Vitae, should be directed to:
Dr. D.L. Wilson,
Dean, Faculty of Medicine,
Queen's University,
Kingston, Ontario. K7L 3N6
Closing date 30 October, 87.

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NATIONAL UNIVERSITIES' WEEK
october 24 to november 1

NOTICEBOARD
Tableau d'annonces

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS, QUEEN'S UNIVERSITY, KINGSTON, ANNOUNCES THE FOLLOWING NEW TITLES: Rebuilding the Relationship: Quebec and Its Confederation Partners/Une Collaboration Renouvelée: Le Québec et ses Partenaires dans le Confédération (Report of a conference, Mont Gabriel, Québec, May 1986/Report d'un colloque à Mont Gabriel, Québec, mai 1986); Peter M. Leslie, 0-88911-447-1, $8.00. **Canada: L'élaboration de la fédération 1985** (translation of English version); Peter M. Leslie, 0-88911-415-3, $14.00. Under "Queen's Studies on the Future of the Canadian Communities": **Economic Resurgence and the Constitutional Agenda: The Case of the East Coast Fisheries;** Susan McCorquodale and A. Paul Pross, 088-911-417-X, $10.00. To Order Please Write: Publications Coordinator, Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario, K7L 3N6. **CALL FOR PAPERS: TECHNOLOGICAL INNOVATION AND HUMAN RESOURCES (VOL. II): Technology and End-User Training. Technological Innovation and Human Resources** is a new series of books published by Walter de Gruyter (Berlin and New York). The second volume, **Technology and End-User Training,** will focus on approaches to end-user training as advanced technology is introduced in the workplace. The editors stress that "technology" is not limited to computers and office automation. Innovative theories and methods are encouraged. Implications for future research must be articulated. Manuscripts may be: 1) reviews of research, 2) case studies, 3) new theories, 4) research reports on series of investigations, 5) cross-cultural comparisons, or 6) new research methods and techniques. Papers should conform to the rules of the American Psychological Association's **Publication Manuel** (3rd Edition). Since the review process is anonymous, prepare your manuscript accordingly. Four copies should be sent by December 1, 1987, to Uris E. Gattiker, School of Management, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4, Canada (telephone: (403) 320-6966 or 329-2169).

FIRST CANADIAN AIDS RESEARCH CONFERENCE: New Biotech, Canada's monthly biotechnology magazine, is sponsoring a special conference on AIDS. To be held January 26-29, 1988, Toronto, Canada, the object of the conference will be to provide a forum in which delegates can learn about important research aspects of AIDS and how this research will impact on medical health care programs. International experts will address such topics as: detection of AIDS; working with the virus; preparation o vaccines; and the function-ing of viral proteins. Further information may be obtained from the Conference Office, Suite 4, 1172 Pembina Highway, Winnipeg, Manitoba, Canada, R3T 2A4; tel: (204) 474-1565/1617.

1988 AADAC INSTITUTE ON ADDICTIONS: "Bridging the Gaps: Lew Enforcement — Communities — Helping Agencies". July 3 to 6, 1988 in Calgary, Alberta, Canada. Sponsor: Alberta Alcohol and Drug Abuse Commission. Information: Tom Wisipinski, Institute Chairman, c/o AADAC, 7th Floor, 10909 Jasper Avenue, Edmonton, Alberta, CANADA, T5J 3M9. Telephone: (403)427-7305.

GLENN GOULD, PLURIEL: COLLOQUIUM 1987. First international meeting which proposes to explore the numerous facets of Gould's genius while enlarging and deepening an already existing field of research. Sponsored by the Société d'Esthétique du Québec and the Canadien Society for Aesthetics, this multidisciplinary seminar is meant to reach all people concerned by the Gould enigma. Themes: Gould as musician (interpreter and composer); Gould as media-man (radio and television); Gould as technician and theoritician of recording; Gould as philosopher and moralist. There will be a viewing of films on Gould, directed by Bruno Monsaingeon. Date: October 14 and 15, 1987. Place: Université du Québec à Montréal. Information: (514) 935-8768.

GLENN GOULD, PLURIEL: COLLOQUE 1987. Première rencontre internationale visant l'exploration des différentes avenues créatrices de Gould, l'élargissement et l'approfondissement d'un champ de recherche déjà existant. Parrainé par la Société d'Esthétique du Québec et la Société canadienne d'Esthétique, ce colloque pluridisciplinaire cherche à rejoindre toutes les personnes interrogées par le phénomène gouldien. Thèmes du colloque: Gould musicien (l'interprète, le compositeur); Gould, homme de communication (radio, télévision); Gould, technicien et théoricien en enregistrement; Gould, philosophe, moraliste. Il y aura aussi des projections de films sur Gould, réalisés par Bruno Monsaingeon. Date: 14 et 15 octobre 1987. Lieu: Université du Québec à Montréal. Renseignements: (514) 935-8768.

COMPUTER SHOW! On October 21, 22, and 23 you can key into the future. Computers in Education '87 Hands on Show and Conference held at Exhibition Place/Arts and Crafts Building (Toronto). Features include: Computer Lab (130 + Computers), Seminars/Lectures, Hardware/Peripherals. Cost is $25.00 for 3 day pass and $15.00 for 1 day. To receive a Complimentary Subscription to the magazine call or send your name, title and address to: Moorshead Publications, 1300 Don Mills Rd., Toronto, Ontario M3B 3M8; Tel: (416) 445-5600.

SECURITY 29

that CSIS used paid informers to infiltrate a Quebec union point up the continuing need for vigilance in this area.

The SIRC report further indicates that the decision on whether to carry out activities on university campuses is covered by a 1984 ministerial directive which provides that investigations may proceed, with the Minister's approval, only when there are "objective indications that individuals may be involved in activities prejudicial to Canada".

CAUT has been concerned about the large number of security files maintained by the RCMP and since 1984 by the CSIS. Many of the files are those of university faculty members. The 1986-87 report of the Security Intelligence Review Committee reports that 77,000 files were destroyed between July, 1984, when the CSIS took over from the Security Service, and February, 1985. In that month a moratorium on further file destruction was put into effect to preserve old immigration files needed for the investigation of alleged war criminals. SIRC reports that an additional 67,000 files are ready for destruction when the moratorium ends.

CAUT is still asked, from time to time, to intervene when faculty members from foreign countries are denied entry into Canada to participate in scholarly meetings. Refusal of entry permits is often based on national security grounds. Under the Helsinki accords, Canada, as a signatory, has agreed to ensure the free passage of researchers.

Some faculty members continue to experience problems in gaining entry to the United States. Under the McCarran-Walters Immigration Act, officers of the US Immigration and Naturalization Service maintain a computerized "watch" list of persons judged unsuitable for admission. Information about the persons whose names appear on the lists was compiled in earlier years, in part, from the RCMP Security Service and often, apparently, included information about participation in student protest organizations and visits to countries in Eastern Europe. It has proved difficult to persuade Canadian authorities to urge their US counterparts to purge their files of out-dated and often trivial data.

Matters of concern to CAUT are addressed in the report of the Standing Committee on Justice and the Solicitor General entitled "Open and Shut". A number of recommendations, if acted upon by the federal government, would improve access by members of the scholarly community to government documents including cabinet documents and documents obtained from other governments. Many of the recommendations in the report are endorsed by the Information Commissioner, Inger Hansen, in her annual report for 1986-87. Her report also addresses the problems associated with fees for searches for documents, fee waivers and photocopying fees. Reductions in all fees would be welcomed by members of the academic community.

RÉVISION 29

le nombre important de dossiers de sécurité gardés par la GRC et, depuis 1984, par le SCRS. Un bon nombre de dossiers sont ceux de professeurs d'université. Le rapport de 1986-87 du Comité de surveillance des activités de renseignement de sécurité rapporte que 77 000 dossiers ont été détruits entre le mois de juillet 1984, lorsque le SCRS a remplacé l'ancien service de sécurité, et le mois de février 1985. Ce mois-là, un moratoire sur la destruction d'autres dossiers a été imposé afin de préserver d'anciens dossiers d'immigration pour l'enquête sur les présumés criminels de guerre. Le CSARS rapporte que 67 000 dossiers supplémentaires seront prêts à être détruits lorsque le moratoire prendra fin.

A l'occasion, on demande à l'ACPU d'intervenir lorsque des professeurs étrangers venant participer à des rencontres universitaires, se voient refuser l'entrée au Canada. Les permis d'entrée sont souvent refusés pour des motifs de sécurité nationale. En vertu des accords d'Helsinki, le Canada, en tant que partie signataire, a accepté de garantir la libre entrée des chercheurs.

Certains professeurs d'université continuent d'avoir des problèmes à obtenir l'autorisation d'entrée aux États-Unis. Conformément au McCarren-Walters Immigration Act, les agents du US Immigration and Naturalization Service possèdent une liste informatisée de personnes "à surveiller" dont l'admission est jugée indésirable. Des renseignements sur les personnes dont les noms apparaissent sur la liste ont été compilés il y a quelques années en partie par le service de sécurité de la GRC et souvent, semble-t-il, ces renseignements indiquent une participation à des manifestations d'étudiants et des visites dans les pays de l'Europe de l'Est. Il s'est avéré difficile de persuader les autorités canadiennes de prier leurs confrères des États-Unis de d'éliminer de leurs dossiers les renseignements périmés et certaines données parfois futiles.

Des questions qui préoccupent l'ACPU sont traitées dans le rapport du Comité permanent de la Justice et du Solliciteur général, rapport intitulé "Une question à deux volets". Certaines recommandations, si le gouvernement fédéral y réagit, permettraient d'améliorer l'accès aux documents du gouvernement, aux documents du Cabinet et à certains documents provenant d'autres gouvernements pour les chercheurs et les savants. Maintes recommandations du rapport sont approuvées le Commissaire à l'information, Inger Hansen, dans son rapport annuel de 1986-87. Son rapport traite également des problèmes relatifs aux frais à verser pour la recherche de documents, le désistement des frais et les frais de photocopie. Une réduction de tous les frais serait bien accueillie dans le monde universitaire.

SPATIAL 16

quences de cette folie? Nous sommes en train de perdre l'investissement que nous avons fait il y a 20 ans. De moins en moins de chercheurs travaillent dans nos universités. Face à la situation, les diplômés sensés s'en vont aux États-Unis. D'où viendront les idées qui feront fonctionner l'industrie au cours des vingt prochaines années? D'où viendront les scientifiques et les ingénieurs de premier ordre qui mettront ces idées et d'autres idées en oeuvre?

Le Comité fait remarquer que la situation du domaine spatial ne constitue pas un incident isolé. Un autre exemple du manque d'intérêt du gouvernement pour la recherche scientifique fondamentale est sa décision de geler jusqu'en 1991 les fonds de base des trois organismes fédéraux qui accordent des subventions, c'est-à-dire ces fonds mêmes qui sont utilisés pour la recherche de base. Le message qu'envoie Ottawa aux chercheurs des universités canadiennes est clair, net et destructeur. Le Colloque national devrait essayer de changer cet état de choses.

CENSORSHIP 30

performing arts, created in the context of approved university programs, do not meet the standard of educational, scientific or artistic merit.

CAUT Executive Secretary Don Savage commended the government for incorporating some suggestions made by CAUT to several ministers of justice and two parliamentary committees in recent years. He particularly noted the incorporation of the education, scientific and artistic exemptions but said that "a number of additional provisions are necessary if the freedom to teach and engage in scholarship without inappropriate restriction is to be protected. Definitions dictated by the fringe, and the cases that arise from them, could made Canada the laughing stock of the western world," he said.

THE KIDNEY FOUNDATION OF CANADA
We're out to make kidney disease obsolete.

BULLETIN 3

have accepted an invitation to the Forum to ensure that our point of view is known and that they have information which we consider relevant to the discussions that should take place at the Forum. Pleasantly, I have already received a note of appreciation from one of the participants who received our first material. We are also trying to stay in close touch with local and provincial associations on this matter.

It will be important for us to coordinate our activities at the Forum. At its meeting in July this topic was discussed at length by the Admin./Executive. It will be a topic brought to Council in September.

BULLETIN 3

portance qu'ils accordent à la perception par le public de leurs opinions sur ces sujets. Nous devrions continuer à exercer un tel type de pression.

Les activités entourant le Colloque national sur l'enseignement postsecondaire s'accélèrent. L'ACPU a consacré cet été des efforts considérables en vue de faire pression sur le Secrétariat afin d'assurer la participation des personnes engagées dans les associations de professeurs des universités de tout le pays. Bien que le résultat ne nous donne pas totalement satisfaction, la situation s'est certainement beaucoup améliorée si on se reporte aux listes de participants dressées à l'origine.

Nous avons commencé à faire parvenir par courrier des renseignements aux personnes dont nous savons qu'elles ont accepté l'invitation d'assister au Colloque, afin de nous assurer qu'elles connaissent notre point de vue et qu'elles possèdent l'information que nous jugeons pertinente pour les discussions qui devraient se dérouler au Colloque. Pour mon plus grand plaisir, j'ai déjà reçu un mot d'appréciation de l'un des participants qui a reçu nos premiers documents. Nous essayons également de nous tenir en contact étroit à ce sujet avec les associations locales et provinciales.

Il sera important pour nous de coordonner nos activités au Colloque. Le Comité d'administration/de direction s'est penché longuement sur cette question durant sa réunion du mois de juillet dernier. La question fera également l'objet de discussions durant l'assemblée du Conseil du mois de septembre.

Today I learned something new from an old friend.

You know, Thelma and I have been best friends since high school. Well, because Thelma is such a close friend, I thought I knew everything about her.

That is, until Thelma mentioned she'd just recently changed her will - to include a bequest for the Canadian Cancer Society.

Thelma said that even though she's always made annual donations to the Society, she wanted to do something extra. Because, she said, cancer can be beaten.

So then I thought, "Cancer *must* be beaten...and leaving a bequest is another good way I can help."

If you or your lawyer want to know more about the Society and what we do, telephone or write the Canadian Cancer Society.

CANADIAN CANCER SOCIETY | SOCIÉTÉ CANADIENNE DU CANCER

This space contributed as a public service.

MINISTERS 31

Mr. Wilson assumed the responsibility in Opposition as the Progressive Conservative Party's spokesperson for Industry, Trade and Commerce. This position was followed by that of Energy spokesperson and then of Finance, which he resigned on becoming a candidate for the leadership of the Party in the spring of 1983.

In the Opposition headed by Brian Mulroney, Mr. Wilson served as the spokesperson for Regional Industrial Expansion; he was also a member of the Planning and Priorities Committee and the Leader's Council of Economic Advisors.

Mr. Wilson holds a Bachelor of Commerce degree from the University of Toronto. Upon graduation in 1959, he worked in the international banking field in London, England and New York. In 1961, he joined the investment firm of Harris and Partners Limited, which later merged with Dominion Securities Limited, to become one of Canada's largest investment firms.

In 1973, Mr. Wilson was appointed Executive Vice-President of Dominion Securities, with responsibilities for international and government finance activities. He continued in this capacity until his election as a Member of Parliament in 1979.

Jean Charest
Minister of State for Youth

Mr. Charest was appointed Minister of State for Youth in June, 1986.

He has been vice-chairman of the Canada-U.S. interparliamentary group and serves on the Cabinet Committee on Federal-Provincial relations.

Mr. Charest obtained his law degree at the University of Sherbrooke in 1980 and was admitted to the Quebec Bar Association in 1981. Also a member of the Canadian Bar Association, Mr. Charest developed an interest in civil liberties while practicing criminal law.

In 1984, Mr. Charest became the member of Parliament for the Sherbrooke-Lennoxville riding and in November of that year became Assistant Deputy Chairman of Committees of the House of Commons.

Frank Oberle
Minister of State for Science and Technology

Mr. Oberle has been a member of Parliament since 1973. He was appointed Minister of State for Science and Technology in November, 1985.

Mr. Oberle has served as Opposition Critic for Forestry and for Mines. In 1984, he was appointed Parliamentary Secretary to the Minister of State for Mines. He has been a member of numerous parliamentary committees, including Northern Pipelines, and Indian Affairs and Northern Development, Forestry and Fisheries, National Resources and Public Works. In 1982, he was named to the Parliamentary Task Force on Indian-Self-Government. He was appointed by the government as Commissioner for Treaty 8 Renovation in 1985.

The University of Manitoba
Faculty of Arts

CHAIR IN ICELANDIC LANGUAGE AND LITERATURE

Applications and nominations are invited for the tenure stream position of Chair in Icelandic Language and Literature. The appointment will be made at the Associate or Full Professor level, commencing July 1, 1988. Salary will be commensurate with qualifications and experience.

The successful candidate must have a Ph.D. or equivalent and a record of scholarship in both medieval and modern Icelandic literature. Competence in English is required as well as native fluency in both spoken and written Icelandic. Teaching experience in both language and literature is essential. Some competence in modern linguistics is desirable. Because the Chair is partially endowed, the incumbent will be expected to play a significant role in the social and cultural affairs of the North American Icelandic community.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications (including a curriculum vitae and names of three referees) and nominations will be received until October 30, 1987 by **Karen C. Ogden, Associate Dean, Faculty of Arts, 315 Fletcher Argue, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

THE UNIVERSITY OF MANITOBA

Faculty of Education

The Faculty of Education at the University of Manitoba invites applications and nominations for the position of **Head, Department of Educational Administration and Foundations.** The appointment as Head is for a term of five years, and is coupled with a tenured or tenure-track appointment in the Department with rank appropriate to qualifications. Appointment could commence as early as January 1, 1988 but preferably no later than July 1, 1988.

The Department has 13 full-time faculty members and offers courses in Educational Administration, Educational Foundations, and Adult and Post-Secondary Education. Faculty members teach required and elective courses in the B.Ed. and M.Ed. programs. Additionally, the Department offers a Ph.D. in Educational Administration and its members offer required courses in the newly approved Faculty-wide Ph.D. program.

The successful candidate is expected to provide leadership in furthering the teaching, research, and service activities of the Department. A Ph.D. degree, or its equivalent, in one of the Department's areas of specialization is required along with a demonstrated commitment to research and schotarship, a record of successful experience in educational settings and an ability to work productively with academic and professional organizations.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications or nominations must be received on or before 31 October 1987. All candidates are invited to submit a copy of their **Curriculum Vitae**, together with the names of at least three referees. Please direct submissions to **Dr. John J. Stapleton, Dean, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

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RENSEIGNEMENTS: Elizabeth Morey
1455, boul de Maisonneuve ouest, bureau BC-326
Montréal, Québec H3G 1M8
(514) 848-4841

Dalhousie University

VICE-PRESIDENT (Academic and Research)

Applications and nominations are invited for the position of Vice-President (Academic and Research), Dalhousie University

The Vice-President (Academic and Research) is the senior vice-president, responsible to the President. The successful candidate will work with senior University officers, Senate and the Deans of the Faculties of Arts and Science, Management Studies, Health Professions, Law, Medicine, Dentistry, Graduate Studies and Henson College in planning, evaluation, and administration of academic and research programmes, personnel and resources. He or she will advise the president on academic and research support services and on the administration of research institutes. Candidates should be established scholars with qualifications appropriate for senior faculty appointment, and suitable experience in administration.

The appointment is normally for a term of five years and would commence 1 July 1988, or at a mutually agreed time. (The current Vice-President, Academic is returning to the Department of Economics after a five-year term.) Applications should include biographical information and the names of three referees. Applications and nominations should be submitted by 15 October 1987 to:

The Secretary
Vice-Presidential Search Committee
c/o Office of the President
Dalhousie University
Halifax, Nova Scotia
B3H 4H6

Dalhousie University is an equal opportunity employer.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Call for applications for

VISITING PROFESSOR
AT THE
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Applications are invited for appointment to one of the departments of the Hebrew University for the academic years 1988/89 and/or 1989/90 in association with its Canadian Studies Programme. Applicants may apply for either academic year.

The Programme of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada and Dr. Ralph and Roz Halbert of Toronto in April 1978.

Applicants for the appointment for these academic years should be Canadian university professors in the Social Sciences, Humanities, Law or related disciplines. Applicants will be expected to combine broad comparative teaching and research experience with an ability to emphasize Canadian content within their disciplines. Knowledge of Hebrew is not a requirement.

The successful candidate will be expected to teach two courses (to be determined in consultation with the department/school to which the scholar will be attached and by the term of the appointment) and to participate in faculty and public seminars at the Hebrew University. Tenure of appointment will be for the full academic year (November through June) or for one semester (November through January or January through June) depending on the availability of the successful candidate and the priorities of the Hebrew University. Remuneration will include return travel costs for the candidate to Israel (return travel costs of the visiting professor's spouse will also be covered in the event of a full academic year appointment); salary for the visiting period at the level of full or associate professor at the Hebrew University; and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:
Mr. Shimon Arbel, Co-ordinator
The Programme of Canadian Studies at the Hebrew University
1 Yorkdale Road, Suite 208
Toronto, Ontario M6A 3A1
Telephone: (416) 789-2633

Deadline for completed applications: November 1, 1987
Notification of successful candidate: January 31, 1988

RESEARCH INSTITUTE POSITIONS THE HOSPITAL FOR SICK CHILDREN TORONTO

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The successful candidates will be expected to conduct a vigorous, independent research program and to contribute to the teaching at the University of Toronto.

Appointments will be at a rank equivalent to Assistant or Associate Professor. Send Curriculum Vitae, a brief description of research interests and the names of three referees before October 1, 1987 to: **Dr. Sergio Grinstein, Research Institute**

HSC 555 University Avenue, Toronto, Ontario M5G 1X8

THE HOSPITAL FOR SICK CHILDREN

Give generously to The Kidney Foundation of Canada

UBC
Vice-President Research
The University of British Columbia

The University of British Columbia is seeking outstanding candidates for the position of Vice-President, Research.

The chosen candidate will have major responsibility for the development and administration of research policy including oversight of more than $70 million in annual research grants and contracts.

The Vice-President, Research, has direct responsibility for the Office of Research Services, the Office of Industrial Liaison, Animal Care Services, and works with the president and other vice-presidents in identifying strategies for achieving university goals and priorities.

The incumbent chairs the President's Executive Committee on Research, is responsible for committees which advise on internal research grants and prizes, serves as a university nominee on several boards and councils, and represents the university in its relations with various industrial, provincial and national agencies and associations.

Please reply in confidence to:

Dr. D.W. Strangway, President
The University of British Columbia
6328 Memorial Road
Vancouver, B.C. V6T 2B3

with a curriculum vitae and the names of three references. Applications or nominations should be received by **October 31.** The successful candidate is expected to take office in early 1988.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UM **The University of Manitoba**
DIRECTOR SCHOOL OF ART

The University of Manitoba invites applications and nominations for the position of Director of the School of Art, effective July 1, 1988.

The School of Art offers general and honours programs leading to the B.F.A. and B.F.A. (Art History) degrees, and to the Diploma in Art. It has 21 F.T.E. academic staff and 5.3 F.T.E. support staff. During the 1986-87 session, 355 students were enrolled in the School.

The candidate should be capable of providing active leadership and sound administration to the School, and should have a distinguished record of artistic and/or scholarly achievement. Teaching experience is desirable.

Both women and men are encouraged to apply. In accordance with Canada Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Nominations, applications (the latter with the names of three persons from whom confidential references may be obtained), and suggestions should be addressed to **Dr. F. G. Stambrook, Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2,** and should be received by October 15, 1987.

DROITS 21

mouvoir la recherche sur la garde d'enfants au Canada.

Mme Lucie Pépin, le membre libéral du Comité, dans un rapport minoritaire, a indiqué son avis que le Canada se doit d'avoir un programme national de garderie semblable à ceux qui existent déjà sur la santé et sur l'enseignement postsecondaire. Mme Margaret Mitchell, le membre néo-démocrate, également dans un rapport minoritaire, s'est opposée aux subventions individuelles grâce au système d'impôts. Elle recommande que des subventions d'investissement et de fonctionnement portant sur des périodes allant jusqu'à cinq ans, soient accordées directement aux provinces pour leur fournir de nouveaux locaux et des services de garderies et pour améliorer les salaires et les avantages sociaux des travailleurs de ce secteur. L'ACPU a soumis au groupe parlementaire un exposé des besoins du secteur.

Afrique du Sud

Sur la scène internationale, le Conseil de l'ACPU prie instamment les universités de mettre un terme aux investissements dans les sociétés qui traitent avec l'Afrique du Sud. Le gouvernement conservateur s'est opposé avec véhémence à l'apartheid et a essayé de faire pression avec le Commonwealth pour que l'Afrique du Sud change ses politiques. Les critiques néo-démocrates et libéraux ont exigé que des mesures plus énergiques soient prises contre l'Afrique du Sud. Il est clair que l'écrasante majorité à la Chambre des communes soutient les mesures contre le gouvernement d'Afrique du Sud et que le débat porte uniquement sur les modalités et les mérites d'une action unilatérale de la part du Canada.

University of Alberta
Edmonton

Deans
University of Alberta Edmonton, Alberta Canada

The University of Alberta invites applications and nominations for the positions listed below. Located in Edmonton, Alberta, the University of Alberta is a comprehensive public university with an enrolment of approximately 29,000 full-time and part-time students. The Deans are responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the faculties. Candidates should have a demonstrated capacity for leadership, strong academic qualities, and proven administrative ability.

Appointments normally will take effect on July 1, 1988.

Dean, Faculty of Agriculture and Forestry

The Faculty of Agriculture and Forestry provides a full range of professional education in agriculture, forestry, and related fields. The Faculty offers five different Bachelor of Science degree programs, each focusing on a specific field of interest: Agricultural Business Management, Agricultural Engineering, Agriculture, Food Science, and Forestry. A two-year pre-veterinary medicine program is also offered. In addition, the Faculty's 8 departments also offer programs leading to advanced degrees at the Masters and Ph.D. level. The Faculty has a strong research program which it regards as essential to achieving and maintaining high quality in all its programs. Facilities are among the best in the country and include nine research stations. Current enrolment is approximately 750 undergraduate students and 250 graduate students with approximately 100 full-time faculty members. Deadline for applications for this position is December 1, 1987.

Dean, Faculty of Arts

The Faculty of Arts is organized and administered according to disciplines in nineteen departments with a variety of Four-Year programs leading to the degrees of B.A. (General), B.A. (Honours), B.A. (Special), B.A. (Canadian Studies), and the Professional Bachelor of Fine Arts and Bachelor of Music Degrees. In addition to a heavy emphasis on undergraduate education in the Humanities, Fine Arts, and Social Sciences, the Faculty has a strong commitment to research in all departments. There are approximately 500 graduate students currently registered in Masters or Doctoral programs in addition to approximately 6,000 undergraduate students. The Faculty has approximately 400 full-time faculty members. Deadline for applications for this position is January 15, 1988.

Dean, Faculty of Business

The Dean is the Chief Executive of the Faculty of Business, with 85 full-time faculty positions, 1,600 undergraduate and 300 graduate students. The Faculty will benefit from $16 million in endowment funds raised during the past year. Academic programs lead to the degrees of Bachelor of Commerce, Master of Business Administration (both accredited by AACSB), Master of Public Management, and Doctor of Philosophy in Business Management. There are four Departments: Accounting, Finance and Management Science, Marketing and Economic Analysis, and Organizational Analysis. The Faculty of Business is committed to building and maintaining outstanding teaching and research programs at the forefront of management education. Its programs are enriched through strong linkages with the business and government management communities. Deadline for applications for this position is December 15, 1987.

Dean, Faculty of Dentistry

The Faculty of Dentistry offers programs of study leading to the Degree of Doctor of Dental Surgery, Diploma in Dental Hygiene, and M.Sc. Degree and Certificate in Orthodontics, all of which are approved by the Canadian and American Dental Associations. Current full-time enrolment is approximately 270 students. In addition, the Faculty has research laboratories and instructional facilities for graduate students proceeding to the Master of Science and Doctor of Philosophy degrees. The Faculty also maintains an active Continuing Education program and cooperative projects with other university faculty and government researchers. There are approximately 40 full-time faculty members. Deadline for applications for this position is February 1, 1988.

Dean, Faculty of Education

The Faculty of Education provides professional preparation for teachers and graduate study opportunities for those interested in more specialized advanced work in the field of education. Undergraduate programs are available in elementary, secondary, industrial arts, and vocational education, leading to a four-year B.Ed. degree or a two-year B.Ed. for holders of approved undergraduate degrees. The Faculty has approximately 150 full-time faculty members in six Departments: Educational Administration, Educational Foundations, Educational Psychology, Elementary Education, Industrial and Vocational Education, and Secondary Education. Undergraduate enrolment is approximately 4,000 students with approximately 800 graduate students. Deadline for applications for this position is November 1, 1987.

Dean, Faculty of Graduate Studies and Research

The Dean is the chief executive of the Faculty of Graduate Studies and Research which is comprised of 75 graduate programs distributed among 15 academic faculties. Current graduate enrolment is nearly 4,000. The Dean chairs the Faculty Council which recommends and reviews policy for the Faculty and its component units. In addition, the Dean oversees the Faculty office which provides extensive student services and monitors all aspects of graduate programs. The Dean of Graduate Studies and Research plays a major role on campus in advocating policies and processes in support of excellence in graduate education and research programs, and participates in the selection of faculty deans and departmental chairpersons. Deadline for applications for this position is November 1, 1987.

Written nominations or applications for the above positions, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by the deadlines indicated above to:

Dr. J. Peter Meekison
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, Alberta, T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

CENSURE 30

mêmes problèmes.

On a laissé entendre que les professeurs, en effectuant des études dans le domaine des arts, des beaux-arts et du film, pourraient être accusés d'actes criminels s'ils produisaient des documents visuels à thèmes sexuels. La définition de la pornographie pourrait facilement englober des oeuvres d'art allant du Roi Oedipe au roman *Le tambour*.

Le ministre s'est vu prié d'éclaircir la disposition contre "la possession de documents pornographiques dans l'intention de les distribuer", à savoir, empêcherait-elle les professeurs d'utiliser du matériel présumé pornographique dans une classe ou un laboratoire. On lui a demandé de revoir la loi à cet effet, au besoin. En outre, on l'a prié de veiller à ce qu'il incombe à la Couronne et non a l'utilisateur ou au créateur de prouver que les scènes du film ou du spectacle, créé dans le cadre d'un programme universitaire approuvé, ne satisfont pas les normes en ce qui concerne leur valeur éducative, scientifique ou artistique.

Don Savage, le secrétaire général, se félicite que le gouvernement ait incorporé des suggestions que l'ACPU a formulées, au cours des dernières années, aux différents ministres de la Justice qui se sont succédés et à deux comités parlementaires. Il a remarqué, entre autres, l'ajout des exemptions s'appliquant aux oeuvres éducatives, scientifiques et artistiques. Il a déclaré toutefois "qu'un certain nombre de dispositions supplémentaires étaient nécessaires si l'on voulait protéger la liberté d'enseigner et d'effectuer des recherches sans avoir à se buter à des restrictions inopportunes. Les définitions édictées par les extrémistes et les causes qu'ils pourraient porter en justice feraient du Canada la risée du monde occidental".

Give generously to The Kidney Foundation of Canada

University of Alberta
Edmonton

Rheumatology Staff Member Required

Applications are invited for tenure track position from individuals who have had experience in developing their own research programme and are prepared to to participate in clinical and teaching duties. This position will be long term, although it may be funded through and external agency. The individual will enjoy the privileges of the University academic rank (from Assistant Professor to Professor) at which the appointment is made. Candidates should forward their curriculum vitae, an outline of their research interests, and the names of three referees to:

Dr. A.S. Russell
Department of Medicine
Room 9-112 Clinical Sciences Building
University of Alberta
Edmonton, Alberta

T5G 2G3

Closing date for applications January 1, 1988.

The University of Alberta is an equal opportunity employer, but, in accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Alberta is an equal opportunity employer.

UBC

GEOGRAPHY

The Department of Geography at the University of British Columbia has received funding to establish a new appointment in the **Geography of Japan.** This will enable the Department to further develop its teaching and scholarly activity in this aspect of Pacific Rim studies. The level of appointment will be at Assistant Professor or junior Associate Professor. This is a tenure-track appointment.

Applications are invited from candidates in the field of the Geography of Japan. Applicants should be prepared to teach undergraduate and graduate courses. Research interests in one of the following would complement systematic interests of the Department:
a) the economic geography of Japan with particular attention to changing economic, urban and social features of Japan in the period since 1945
b) the socio-economic development of Japan since 1870 and Japan's changing global role in the world economy with particular attention to Japan's relationship with North America
c) the society-environment relationship in Japan with particular attention to the demographic and economic trends and their relationship to environmental quality, resource use and land-use pressures.

Candidates will be expected to have a working knowledge of Japanese and have established linkages with Japanese institutions and funding agencies.

Applications and requests for further information should be sent to **Dr. T.G. McGee, Chairman, Search Committee for Appointment in Geography of Japan, University of British Columbia, Vancouver, B.C., V6T 1W5 (Tel: (604) 228-2020).** Applicants should send a personal résumé, names of three referees and sample research publications. Ph.D. required, salary commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment commences July 1, 1988. **Application deadline: November 15, 1987.**

Brock University

DEAN

SCHOOL OF ADMINISTRATIVE STUDIES

Brock University invites applications for the position of Dean, School of Administrative Studies, effective July 1, 1988.

The School offers an honours degree program in Administration (B.Admin.) with specializations in Accounting, Computer Science, Finance, General Management, Human Resource Management, Marketing, Public Administration and Quantitative Analysis. It also offers, in conjunction with the Department of Economics, a pass degree program in Business Economics (B.B.E.) and combined majors programs leading to an honours B.A. in Administrative Studies and Economics and Administrative Studies and Politics. The School, which has grown rapidly, has approximately 35 full-time faculty distributed between two departments (Management/Marketing and Accounting/Finance).

The University seeks an individual with a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary to the University
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is **November 13, 1987.**

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer

TECHNICAL UNIVERSITY OF NOVA SCOTIA — EOLAS AGUS OBAIR

TECHNICAL UNIVERSITY OF NOVA SCOTIA
Invites Nominations and Applications for the position of

PRESIDENT

The Technical University of Nova Scotia is a post-secondary educational institution with Faculties of Engineering and Architecture and includes a School of Computer Science. The undergraduate programs in Engineering are offered in affiliation with several associated universities. The current full-time undergraduate enrollment is about 960; graduate enrollment is approximately 340.

The appointment, effective July 1, 1988, will be for a fixed term. This is ordinarily six years and may be renewed.

Nominations should state the name and address of the individual. Applications should be accompanied by a detailed curriculum vitae, the names of not less than three referees and a statement of not more than five pages outlining the candidate's views on the role of the President of a Technical University.

The deadline for the receipt of nominations or applications is September 30, 1987.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

All correspondence should be directed in confidence to:

W.H. Gates, P.Eng.
Chairman, Presidential Search Committee
P.O. Box 8388, Station "A"
Halifax, N.S.
B3K 5M1

UM — The University of Manitoba

DEAN
CONTINUING EDUCATION DIVISION

The University of Manitoba invites applications and nominations for the position of Dean of the Continuing Education Division. The division is the academic unit responsible for the design, development and delivery of both degree credit and nondegree offerings, including a variety of innovative programs designed to meet the needs of special groups. It offers a wide range of programs in Manitoba communities, elsewhere in Canada, and in other countries, delivered on-site or through distance means. The division's annual operating budget is approximately $5 million, including $2 million in grant funds. It has a professional and support staff complement of 40 and 33, respectively and over 18,900 course registrations per year.

Successful candidates should have a doctorate in adult or continuing education or a related field; demonstrated knowledge of, and commitment to the philosophy and practice of adult and continuing education linking the university and the community; previous successful administrative experience in a university setting; demonstrated ability to relate to other university units and to a wide variety of community and professional organizations, and to exercise leadership in securing external funding and contracts; and a significant record of teaching, scholarly research and publication.

The university encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence on July 1, 1988 or as soon thereafter as may be mutually agreed.

Applications (including a c.v. and names of three referees) or nominations will be received until October 16, 1987 by Professor R.A. Johnson, Associate Vice President (Academic), Chairman, Advisory Committee for the Dean of Continuing Education, Room 208, Administration Building, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

UM — The University of Manitoba

DEAN
FACULTY OF EDUCATION

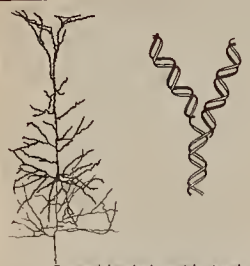
The University of Manitoba invites applications and nominations for the position of Dean of the Faculty of Education, effective July 1, 1988.

The Faculty of Education consists of four departments — Curriculum: Humanities and Social Sciences; Curriculum: Mathematics and Natural Sciences; Educational Administration and Foundations; and Educational Psychology. It has 76.5 F.T.E. academic staff and 17 F.T.E. support staff, and offers programs leading to the B. Ed., M.Ed., and Ph.D. degrees. During the 1986-87 session, approximately 2,290 undergraduate and 490 graduate students were enrolled in the Faculty.

The appointee will provide academic leadership to the Faculty and be capable of stimulating quality teaching, educational research, field services and service to the profession.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations, applications, (the latter with names of three persons from whom confidential references may be obtained), and suggestions should be addressed to **Dr. F.G. Stambrook, Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba R3T 2N2, and should be received by October 15, 1987.**



POSTDOCTORAL RESEARCH FELLOWSHIPS IN MOLECULAR NEUROBIOLOGY

MOUNT SINAI HOSPITAL RESEARCH INSTITUTE AND THE UNIVERSITY OF TORONTO

Several funded postdoctoral positions are available in the Division of Molecular Immunology and Neurobiology at the Mount Sinai Hospital Research Institute and at the Department of Medical Genetics, University of Toronto. The group consists of four Senior Scientists (Dr. Robert J. Dunn, Dr. John C. Roder, Dr. Joseph G. Culotti, and Dr. Arthur H. Roach), postdoctoral fellows, graduate students, and research technicians applying a broad base of genetic, molecular, and cellular biological approaches to the study of the nervous system. Specific areas of research include the molecular basis for neural-glial interaction during myelination, the cloning and structure of voltage gated ion channels, the molecular basis for the development of the nervous system in C. elegans, and the regulation of neurotransmitter gene expression in the brain. Applicants should have background in genetics, molecular biology, biochemistry, or neurobiology. Résumés, transcripts, and 2 or 3 letters of reference should be sent to:

Dr. John C. Roder
Division of Molecular Immunology and Neurobiology
Mount Sinai Hospital Research Institute
600 University Avenue
Toronto, Ontario, Canada M5G 1X5

References

1. Arquint, M. et al. P.N.A.S. 84:600-604, 1987.
2. Roach, A. et al. Cell 42:149-155, 1985.
3. Hedgecock, E.M. et al. Dev. Biol. 111:158-170, 1985.
4. Goldin, A.L. et al. P.N.A.S. 83:7503-7507, 1986.

THE UNIVERSITY OF BRITISH COLUMBIA
BIOTECHNOLOGY LABORATORY

The University of British Columbia has recently initiated the Biotechnology Laboratory under the directorship of Dr. Michael Smith. Its objective is to foster an interactive approach to problems in biotechnology, with emphasis in the areas described below. A total of ten new tenure track positions will be filled during 1987-89. Appointments will be primarily at the rank of Assistant Professor (possibly higher in a few exceptional cases). Applicants must have a Ph.D. degree. Post-doctoral experience is an asset. Successful candidates will be expected to develop their own vigorous research programs and to collaborate with other faculty members on problems in one of the following areas: human, animal, plant and forest biology and in fermentation and process engineering and bio-instrumentation (with special emphasis on mammalian cell culture and the production of specific proteins) and in the application of genetic engineering techniques to these problems. Substantial start-up funding will be provided. Faculty appointed to the Biotechnology Laboratory will have a joint appointment in an appropriate academic Department and will teach and supervise undergraduate and/or graduate students in that Department's programs or in academic programs to be established under the aegis of the Biotechnology Laboratory. At this time, candidates are sought with research expertise in the following areas:

Fermentation and Process Engineering and Bio-Instrumentation (2 positions). The application of fermentation techniques to the growth of animal cells in culture.

Plant and Forest Biology (1 position). The application of molecular genetics to problems in plant and forest biology or to the biology of soil microorganisms or pathogens.

Human and Animal Biology (2 positions). The application of molecular genetics to solution of problems related to human inheritance, in neurobiology, membrane channels, or infectious organisms.

Additional positions will be advertised at a later date.

Appointments will be made starting 1st January 1988 or as soon as possible thereafter. Closing date for applications, 30th September 1987. Salary will be commensurate with qualifications and experience. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including a full c.v., plans for future research and the names and addresses of three references, should be sent to:-

Mrs. Darlene Crowe, Administrative Assistant
Biotechnology Laboratory
The University of British Columbia
c/o Faculty of Science
6270 University Boulevard
Vancouver, B.C.
Canada V6T 1W5

Give generously to The Kidney Foundation of Canada

The pressures in Canada in the 80s are to downgrade human rights.

The prevailing mood is to go for the profit no matter what the cost in human terms.

We don't agree. We think human rights are important. We want to work toward a society based on human rights and feminist values. We think a lot of people feel the same way.

Well, it's time to do something about it. We need a force to speak out for human rights in Canada. And we need your support to make it happen.

We can only defend human rights
- •if we have information
- •if we work together

The CANADIAN HUMAN RIGHTS ADVOCATE is a vital, empowering tool to do just that. It fights for human rights for all groups — women, racial and ethnic minorities, persons with a disability, seniors, people on welfare, gays.

It's not just a publication, but a force for activism.

You can support the fight for human rights by
- **•subscribing to the CANADIAN HUMAN RIGHTS ADVOCATE**
- **•making a donation to support its work***

If you care about advancing equal rights and dignity of women, minorities, persons with a disability, seniors, poor people, or any disadvantaged group, the CANADIAN HUMAN RIGHTS ADVOCATE is for you.

*charitable tax receipt sent if requested

The CANADIAN HUMAN RIGHTS ADVOCATE is an independent, national human rights publication published ten times a year since it was established in 1984.

EDITOR AND PUBLISHER is Kathleen Ruff, former CBC Ombudsman host and twice president of the Canadian Association of Statutory Human Rights Agencies while she was serving as the first director under the British Columbia Human Rights Code in the '70s. She has long been active in the women's movement and the disability rights movement.

The CANADIAN HUMAN RIGHTS ADVOCATE is published by the Canadian Human Rights Reporter Inc., a federally chartered, non-profit organization whose purpose is to promote knowledge of human rights cases and issues.

Indexed in the Canadian Periodical Index and the Index to Canadian Legal Literature.

Member of the Canadian Periodical Publishers' Association.

Annual subscriptions 10 issues a year $40.

Community organizations with annual budgets of less than $50,000 and private individuals may subscribe for $25. People on welfare, disability or old age pension or institutionalized persons may subscribe for $5 or whatever they can send.

Make cheques payable to Canadian Human Rights Advocate and mail to the Advocate RR1 Maniwaki, Quebec J9E 3A8 (phone 819-449-6072)

LANSDOWNE CHAIR
FACULTY OF ARTS AND SCIENCE
UNIVERSITY OF VICTORIA, VICTORIA, BRITISH COLUMBIA, CANADA

Applications are invited for a new **Chair in biological sciences in the field of Forest Biotechnology and Regeneration**. The successful applicant will be a person of national and international reputation who will enhance and encourage scholarship in one of the following areas of research involving forest trees: molecular biology, tissue culture, physiology or biochemistry. It is the intention to hire four additional faculty members in the above disciplines as part of an expanding research and graduate program offering M.Sc. and Ph.D. degrees in the field of Forest Biotechnology and Regeneration. Based on the field of expertise of the successful candidate, the Chair is tenable in either the Department of Biology or the Department of Biochemistry and Microbiology in the Faculty of Arts and Science.

The University of Victoria has approximately 500 faculty members, 9000 undergraduate students and 1000 graduate students. The Division of Science, within the Faculty of Arts and Science, has over 110 faculty members and offers degrees in Biochemistry, Microbiology, Biology, Chemistry, Computer Science, Mathematics and Physics.

Salary, conditions and benefits to be negotiated, but these will be in line with terms of appointment associated with comparable senior academic positions in the Faculty. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

Applications, including full Curriculum Vitae and the names of three referees, will be accepted until **October 31, 1987** and should be submitted to **Dr. Alastair T. Matheson**, Dean of Science, Faculty of Arts and Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, Canada. Telephone: (604) 721-7061.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UVic UNIVERSITY OF VICTORIA

FOREST BIOTECHNOLOGY AND REGENERATION
UNIVERSITY OF VICTORIA
VICTORIA, BRITISH COLUMBIA, CANADA

The research and graduate program in Forest Biology, specializing in Forest Biotechnology and Regeneration, is being expanded. We are seeking a tenure-track appointment in each of the following areas:

TREE PHYSIOLOGY
TISSUE CULTURE
MOLECULAR BIOLOGY
PLANT BIOCHEMISTRY

Two of these positions will be filled in each of 1987-88 and 1988-89. Appointees will contribute to undergraduate teaching in the Departments of Biology or Biochemistry/Microbiology and graduate teaching in Forest Biology. Appointees will be expected to seek research funding and develop an active research program, supervise graduate students and coordinate graduate courses to which adjunct professors from the Canadian Forest Service Pacific Forestry Centre and the B.C. Ministry of Forests Research Branch will contribute.

The University of Victoria has approximately 9000 undergraduate and 1000 graduate students and a faculty of 500. The Division of Science, within the Faculty of Arts and Science, offers degrees in Biology, Biochemistry, Chemistry, Microbiology, Physics, Mathematics and Computer Science.

Appointments will be made at the assistant or associate professor levels with one senior Lansdowne Professor in one of the above-mentioned areas. Salaries to be negotiated.

Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

Applications, including full Curriculum Vitae and the names of three referees, will be accepted until **October 31, 1987** and should be submitted to **Dr. Alastair T. Matheson**, Dean of Science, Faculty of Arts and Science, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, Canada.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UVic UNIVERSITY OF VICTORIA

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Positions available — Postes vacants

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de postes dans l'une de ces universités.

ACCOUNTANCY

THE UNIVERSITY OF AUCKLAND - New Zealand. The University Council invites applications for the following vacancies: A Chair in Accounting. An Associate Professorship in Accounting. A Lectureship/Senior Lectureship in Accounting. (Department of Accountancy, School of Commerce). The Department of Accountancy is one of the largest in the University with an establishment of 40 academic positions. Teaching and research span all areas of financial and management accounting, as well as commercial law and finance. Courses are offered at undergraduate and graduate levels. Applicants should have a higher degree in accounting together with either a successful record of teaching and research of with appropriate professional experience. A Chair in Accounting: Preference will be given to a candidate with experience in management accounting. An Associate Professorship in Accounting: As a result of a retirement the University is seeking to appoint an Associate Professor who is able to contribute vigorously in the teaching and research programmes of the Department. Lectureship/Senior Lectureship in Accounting: Preference will be given to a candidate with experience in auditing. The appointments are full time ones. However, members of staff may undertake a limited amount of professional work and public service outside the University provided such activities do not in the view of the Council interfere with University duties. Commencing salaries will be established within the range of: NZ $68,000 - NZ $85,000 per annum - A Chair in Accounting; NZ $58,000 - NZ $64,900 per annum - An Associate Professor; NZ $32,000 - NZ $51,700 per annum - A Lectureship/Senior Lectureship. Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications, in accordance with the Method of Application, should be forwarded as soon as possible but not later than the closing date of 2 October 1987. Please clearly identify the vacancy applied for.

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

AGRICULTURAL ECONOMICS

UNIVERSITY OF GUELPH. Department of Agricultural Economics and Business. Position Description: Tenure track position with a research and teaching emphasis in international agricultural policy or market analysis. The incumbent will teach two or three courses per year at the graduate and undergraduate levels and develop a strong graduate research program. Qualifications: Ph.D. in agricultural economics or economics. Research experience is preferred. Rank: Assistant Professor. Application Procedures: Applications should include a curriculum vitae, a brief description of career interests, transcripts, and names of three referees. They should be sent to: Dr. Larry J. Martin, Chairman, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Position Open: Currently. Application Closing Date: October 15, 1987. Subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH The Department of Agricultural Economics and Business and the Department of Economics at the University of Guelph are initiating a joint Ph.D. program in resource and environmental economics. The Department of Agricultural Economics and Business has 22 faculty and offers M.Sc., M.Ag., and Ph.D degrees to approximately 60 graduate students. The Department of Economics has 20 faculty and an M.A. program with 20 graduate students. Duties of The Position: The two departments seek an individual for a joint position who will work with other faculty to develop an applied program in resource/environmental economics. The incumbent will also teach graduate and undergraduate courses, as well as supervise Ph.D. and Masters research. Rank: Assistant Professor. Qualifications: Ph.D. in either Agricultural Economics or Economics, with emphasis in resource and/or environmental economics. Position Available: currently. Deadline for Applications: October 15, 1987. Applications, which should include a complete curriculum vitae, a brief description on career objectives and names of three referees, should be sent to: Dr. L.J. Martin, Chairman, Search Committee, c/o Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

AGRICULTURAL ENGINEERING

TECHNICAL UNIVERSITY OF NOVA SCOTIA, Food Engineering. Applications are invited for a tenure-track faculty position at the assistant or associate professor level to teach undergraduate and graduate courses and conduct research in the area of Food Engineering. Ph.D. or equivalent degree with at least one degree or extensive experience in the specialty of Food Engineering within Agricultural Engineering is required. Candidates should be eligible for membership in the Association of Professional Engineers of Nova Scotia. Salary and rank will be commensurate with qualifications and experience. Applications, including curriculum vitae and names of at least three referees, should be sent to: Dr. K.C. Watts, Head, Department of Agricultural Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

AGRICULTURE

MACDONALD COLLEGE OF McGILL UNIVERSITY. Faculty of Agriculture. Research Assistant position available in the Department of Renewable Resources, Macdonald College of McGill University. Duties involve studies of fertilizer N reactions in soils in the laboratory and field. Candidates should have a Ph.D. in soil fertility-chemistry, with laboratory and field research experience. Salary is in the range of 14 - 16 K. Applications should be accompanied by a resume, and two letters of reference, and forwarded to Professor A.F. MacKenzie, Department of Renewable Resources, Macdonald College, 21111 Lakeshore Road, Ste-Anne de Bellevue, Que. H9X 1C0.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH. Research Associate Position. Department of Animal and Poultry Science. Position: Research in Nutritional Biochemistry. Rank and Salary: Research Associate, $24,000.00/year. Contractually limited appointment for at least 3 years (subsequent extension subject to appropriate funding). Starting date: October 30, 1987. Application Deadline: September 30, 1987. Qualifications: A Ph.D. in nutritional physiology or biochemistry and previous postdoctoral experience. The candidate must have experience in both radioisotope use and experimental surgery. The candidate must be able to develop GC and HPLC procedures for the analysis of feloacids and amino acids. Duties: (1) To conduct research with lactating dairy cows and beef steers on the influence of bovine somatotropin in whole body protein turnover and related energy expenditures; (2) Experimental surgery with dairy cows and beef steers involving placement of indwelling catheters in vessels such as the hepatic portal vein, carotid artery and mesenteric vein. (3) Supervision and training of laboratory personnel in the use of GC and HPLC procedures. Applications: Applicants should send a detailed curriculum vitae, including names and addresses of three referees to: Dr. B.W. McBride, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario N1G 2W1. Telephone (519) 824-4120 Extension 3695.

ANTHROPOLOGY

UNIVERSITY OF TORONTO. Anthropology/Development Studies/ Women's Studies Position. Applications are invited from social/cultural anthropologists for a tenure stream appointment at the Assistant Professor level at the University of Toronto (budget permitting). The successful candidate must have a strong record of research in, and teaching on, the Third World, specifically with regard to issues of gender and development. The position includes cross-appointments in Development Studies at Scarborough College and in Women's Studies at New College. Effective date of appointment: July 1, 1988. Applications should be sent to Professor S. Nagata, Chairman, Department of Anthropology, University of Toronto, 100 St. George Street, Sidney Smith Hall, Toronto, Ontario M5S 1A1 and include a curriculum vitae, copies of relevant publications, and the names and addresses of 3 referees. Application deadline: October 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

APPLIED ETHICS

WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES, London, Ontario, Canada. Applied Ethics. Two Research Associate appointments (Applied Ethics with preference given to specialization in Bioethics, Business Ethics, Environmental Ethics or Media Ethics) will be made at Westminster Institute for Ethics and Human Values effective July 1, 1988 (or earlier). Qualifications: Ph.D. in philosophy, publications, demonstrated research and teaching ability, five years plus experience desirable. Responsibilities include: scholarly productivity and creative research (project initiation, writing grant proposals, conduct of proposed inquiry, management of grants), teaching at the University of Western Ontario (one course maximum), participation in professional programs, as well as limited activity in consultation, public information and public education. Twelve-month probationary contract, renewable for 2-3 year terms; 1 month vacation annually; pension, health and life insurance benefit package, salary commensurate with qualifications and experience. Joint-ly established in 1979 by Westminster College and the University of Western Ontario, the institute engages in interdisciplinary research and public education concerning, ethical, social, legal, theological and philosophical dimensions of human life and institutions. During the past 6 years, the Institute's research has focused on bioethics, values and the law, business and professional ethics, environmental ethics and ethical aspects of population. Closing date for applications: January 1, 1988. Send letter of application together with Curriculum Vitae and the names of three referees to Dr. Abbyann Lynch, Director, Westminster Institute for Ethics and Human Values, 361 Windermere Road, London, Ontario, Canada, N6G 2K3. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

ARCHAEOLOGY

ROYAL ONTARIO MUSEUM, Job Opportunity - Position in Syro-Palestinian Archaeology. A position at the rank of Assistant Curator is available in the West Asian Department of the Royal Ontario Museum, Toronto. This is an academic tenure-stream appointment. The candidate must have a Ph.D. degree in Syro-Palestinian archaeology and cultural history. A knowledge of Hebrew and Akkadian, as well as computer literacy, is desirable. The strength of the museum's collection lies in its Bronze Age pottery, with lesser strength in its Chalcolithic and Iron Age material. Responsibilities include leading archaeological expeditions with appropriate funding, gallery planning (currently a high priority), care of collections, research and academic publications, public lectures, and general museum duties. Applications must be received by October 30, 1987. The appointment will be effective as soon as possible. Applicants are advised that Canadian immigration regulations make it mandatory for the Search Committee to examine submissions on a basis preferential to Canadian citizens and Landed Immigrants. Applications should be sent, accompanied by applicant's c v and the names of three referees familiar with the candidate's work, to: Dr. Elizabeth Kealt, Curator, West Asian Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, Canada M5S 2C6.

BIOCHEMISTRY

UNIVERSITY OF GUELPH. Department of Chemistry and Biochemistry. Guelph-Waterloo Centre for Graduate Work in Chemistry. Faculty Positions - Assistant or Associate Professors - Tenure Track. Biochemistry or Chemistry. The Department of Chemistry and Biochemistry is seeking outstanding candidates for a number of faculty positions in biochemistry and chemistry. Candidates must possess a Ph.D. and post-doctoral industrial or University teaching experience. NSERC Postdoctoral Fellows and/or NSERC Industrial or University Research Fellows are encouraged to apply. Any area of research and teaching experience will be considered but particular emphasis is directed towards expertise in the areas of protein and nucleic acid chemistry, toxicology, synthetic organic chemistry, physical chemistry, and analytical chemistry. The Department of Chemistry and Biochemistry, which comprises 32 tenure stream faculty positions, offers strong teaching and research programs in both biochemistry and chemistry to the Ph.D level. The research environment is strengthened by the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)², the corresponding program in Physics (GWP)², and Guelph-Waterloo Biotech, a biotechnology research consortium. A full complement of equipment for biochemical experimentation on whole organisms and for animal, plant, and microbial cell culture and fractionation is available in house, and a central protein sequencing facility is under development in the adjacent Department of Molecular Biology and Genetics. The facilities of the department include state-of-the-art equipment in NMR, ENDOR, FTIR, mass spectrometry and x-ray crystallography. The University of Guelph is located in Southern Ontario in a pleasant city of 85,000 within easy driving distance of such major centres as Toronto and Hamilton. The following should be included with all applications: complete biographical data with publication list, reprints of recent papers, names and addresses of three professional referees, copies of university transcripts, short research proposal, and statement of teaching or industrial experience in accordance with Canadian immigration requirements. *This advertisement is directed to Canadian citizens and permanent residents.* Positions are subject to final budgetary approval and are open until filled. Please address applications to: Nigel J. Bunce, Interim Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1

UNIVERSITY OF ALBERTA. Biochemistry. Postdoctoral position in protein physical biochemistry available to study structure-function relationships of calcium binding proteins in muscle and brain. Experience in purification and spectroscopy, (CD, fluorescence including NMR) highly desirable. Send c.v. and names of three references to Dr. G.M. Kay, Department of Biochemistry, University of Alberta, 3-31 Medical Sciences Building, Edmonton, Alberta, T6G 2H7. Recent papers. Applications should be sent, accompanied by applicant's c.v. and the names of three referees familiar with the candidate's work, to: Dr. Elizabeth Kealt, Curator, West Asian Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, Canada M5S 2C6.

UNIVERSITY OF GUELPH. Department of Chemistry and Biochemistry. Guelph-Waterloo Centre for Graduate Work in Chemistry. Faculty Positions - Assistant or Associate Professors - Tenure Track. Biochemistry or Chemistry. The Department of Chemistry and Biochemistry is seeking outstanding candidates for a number of faculty positions in biochemistry and chemistry. Candidates must possess a Ph.D. and post-doctoral industrial or University teaching experience. NSERC Postdoctoral Fellows and/or NSERC Industrial or University Research Fellows are encouraged to apply. Any area of research and teaching experience will be considered but particular emphasis is directed towards expertise in the areas of protein and nucleic acid chemistry, toxicology, synthetic organic chemistry, physical chemistry, and analytical chemistry. The Department of Chemistry and Biochemistry, which comprises 32 tenure stream faculty positions, offers strong teaching and research programs in both biochemistry and chemistry to the Ph.D level. The research environment is strengthened by the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)², the corresponding program in Physics (GWP)², and Guelph-Waterloo Biotech, a biotechnology research consortium. A full complement of equipment for biochemical experimentation on whole organisms and for animal, plant, and microbial cell culture and fractionation is available in house, and a central protein sequencing facility is under development in the adjacent Department of Molecular Biology and Genetics. The facilities of the department include state-of-the-art equipment in NMR, ENDOR, FTIR, mass spectrometry and x-ray crystallography. The University of Guelph is located in Southern Ontario in a pleasant city of 85,000 within easy driving distance of such major centres as Toronto and Hamilton. The following should be included with all applications: complete biographical data with publication list, reprints of recent papers, names and addresses of three professional referees, copies of university transcripts, short research proposal, and statement of teaching or industrial experience in accordance with Canadian immigration requirements. *This advertisement is directed to Canadian citizens and permanent residents.* Positions are subject to final budgetary approval and are open until filled. Please address applications to: Nigel J. Bunce, Interim Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1

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DALHOUSIE UNIVERSITY. Faculty Positions in Evolutionary Molecular Biology. The Canadian Institute for Advanced Research has opened a program in genome evolution which provides support for junior and senior faculty research positions at a number of Canadian universities. Initial support is for a five year period. The Institute provides the costs of relocation between members of the program. Departmental affiliation, level of appointment, duties (generally reduced outside of research, and tenure considerations will be separately negotiated for each position. Two positions are currently available at Dalhousie University. The first is for a molecular geneticist working on the evolution of mitochondrial or plastid genome structure and function, with particular emphasis on higher plants or algae. The second is for a molecular geneticist established or interested either in early eukaryote evolution, or in genetics and gene expression in archaebacteria. Successful candidates must meet criteria for appointment as Scholars or Fellows of the Canadian Institute for Advanced Research. This advertisement is directed to Canadian citizens and permanent residents. With respect to the employment of women faculty, Dalhousie University has an affirmative action policy. The deadline for applications is October 2, 1987. Send curriculum vitae, selected reprints and names and addresses of referees (at least three) to: W.F. Doolittle, Department of Biochemistry, Dalhousie University, Halifax, Nova Scotia B3H 4H7, Canada; (902) 424-3569

THE BIOMEDICAL RESEARCH CENTRE. Protein Chemist. A staff position is available at the Biomedical Research Centre, University of British Columbia, for a protein chemist interested in aspects of the biology of cellular growth and differentiation. Applicants should have a strong background in biochemistry and protein chemistry, with expertise in the purification of picomolar amounts of proteins for micro-sequencing from cell-extracts or culture-supernatants. The applicant would be expected to oversee the running and updating of a state-of-the-art protein sequencing facility. His or her own research interests could lie in the development of new methodologies or in the analysis of proteins involved in the regulation of cellular growth and differentiation. He or she would be expected to interact closely with other scientists at The Biomedical Research Centre working on hemopoietic growth factors, cell-surface receptors and their mechanisms of signal transduction. The Biomedical Research Centre will occupy a new 35,000 sq.ft building that is adjacent to the UBC Health Sciences Hospital and will be fully equipped for molecular biology, cell biology, immunohemalogy, protein chemistry and peptide synthesis. The building has been designed to provide an industry-oriented laboratory atmosphere and research will focus on a general theme of the regulation of growth and differentiation by polypeptide factors. Existing projects centre upon the normal and abnormal growth of lymphocytic and hemopoietic cells and include the analysis of the role of aberrant expression of growth-factor genes in oncogenesis, structure-function relationships in interleukin-3 and granulocyte-macrophage colony-stimulating factor using total chemical synthesis of biologically active analogs and monoclonal antibodies against defined peptides, the characterization of cell-surface receptors for hemopoietic growth factors and analysis of the processes the translate applicant would be eligible for a cross-appointment to the faculty at the University of British Columbia as a member of an appropriate department. Salary and benefits will be attractive and commensurate with the importance of this position. The Biomedical Research Centre is sponsored jointly by The Terry Fox Medical Research Foundation and The Wellcome Foundation. It is scientific objective is to establish a centre of scientific excellence in Western Canada and to bridge the gap between the laboratory and the clinical application of advances in biological science. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Applicants should include a full curriculum vitae and the names and address of three referees. Applications and enquiries should be directed to: The Director, John W. Schrader, M.B. Ph.D., The Biomedical Research Centre, c/o The University of British Columbia, Vancouver, British Columbia, Canada, V6T 1W5.

THE BIOMEDICAL RESEARCH CENTRE. Molecular Biologist. A staff position is available at The Biomedical Research Centre, University of British Columbia, Vancouver for a molecular biologist interested in aspects of the biology of cellular growth and differentiation. In addition to manegieg his or her personal research project, the successful applicant would have an overall responsibility for the development and conduct of molecular biology within The Biomedical Research Centre. Experience and interest in molecular characterization of growth factors and their receptors, in signal-transduction mechanisms, or in the cloning of low-abundance molecules

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using transfection or expression - library approaches would be advantegeous. The Biomedical Research Centre will occupy a new 35,000 sq.ft building that is adjacent to the UBC Health Sciences Centre Hospital and will be fully equipped for molecular biology, cell-biology, and immunohemalology, protein chemistry and peptide-synthesis. The building has been designed to foster an interactive, collaborative atmosphere and research will focus on a general theme in the manipulation of growth and differentiation by polypeptide factors. Ongoing projects centre upon the normal and abnormal growth of lymphocytic and myelomonocytic cells and include the analysis of the role of aberrant expression of growth-factor genes in oncogenesis, structure-function relationships in the IL-2/IL-3 and granulocyte-macrophage colony-stimulating factor using total chemical synthesis of biologically active analogs and monoclonal antibodies against defined peptides, the characterization of cell-surface receptors for hemopoietic growth factors and analysis of protein kinases. The suitable applicant would be eligible for a cross-appointment to the faculty at the University of British Columbia as a member of an appropriate department. Salary and benefits will be attractive and commensurate with the importance of this position. The Biomedical Research Centre is sponsored jointly by The Terry Fox Medical Research Foundation and The Wellcome Foundation. Its scientific objectives are to establish a centre of scientific excellence in Western Canada and to bridge the gap between the laboratory and the clinical application of advances in biological science. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Applicants should include a full curriculum vitae and the names and address of three referees. Applications and enquiries should be directed to: The Director, John W. Schrader, M.B.Ph.D, The Biomedical Research Centre, c/o The University of British Columbia, Vancouver, British Columbia, Canada, V6T 1W5.

THE BIDMEDICAL RESEARCH CENTRE. Post Doctoral Studies. Several positions are available at The Biomedical Research Centre, University of British Columbia, Vancouver, in a group analysing structure-function relationships in interleukin-3 and granulocyte-macrophage colony-stimulating factor, in the molecular characterization of the cell-surface receptors for these molecules and in the analysis of the regulation of activation of lymphokine genes and their role in oncogenesis. Dr. John Schrader, Ian Clark-Lewis, Hermann Zilltener and Kevin Leslie are all present utilizing cell-biological, automated peptide-synthesis, production of antibodies to define peptides and molecular genetic techniques to approach these problems. Applicants should be experienced in immunological, hematological, molecular biological, or protein or peptide chemistry techniques. The Biomedical Research Centre will, in late 1987, occupy a new purpose-built 35,000 sq.ft. building on the campus at the University of British Columbia, Vancouver. This building will be fully equipped for protein and peptide chemistry and molecular and cellular biology. Some positions are funded with a stipend in the region of $25,000 per annum although applicants will be encouraged to apply for fellowships. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Applications, together with a curriculum vitae and bibliography and the names of three referees, should be addressed to: The Director, Biomedical Research Centre, c/o University of British Columbia, Vancouver, BC, V6T 1W5.

THE UNIVERSITY OF BRITISH COLUMBIA. Research Associate Position. Applications are invited for the position of Research Associate in the Department of Biochemistry at the University of British Columbia. The project involves the isolation of a full-length cDNA to bovine blood clotting factor V. The successful applicant must have experience in the isolation of factor V from plasma, the construction and screening of cDNA libraries in lambda gt11, and DNA sequence analysis. Applicants must have a Ph.D. degree in the appropriate area of molecular biology and two years post-doctoral experience in this area. The position is initially from 1 October 1987 to 30 June 1988 with the possibility of renewal at half time. Salary will be commensuate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange for their curriculum vitae plus three letters of recommendation to be sent by September 30, 1987 to: Dr. R.T.A. MacGillivray, Department of Biochemistry, University of British Columbia, 2146 Health Sciences Mall, Vancouver, BC, V6T 1W5.

UNIVERSITY OF ALBERTA. Biochemistry. Applications are invited for a Research Associate in the field of Protein Structure and Function. This position is available immediately and is long-term, renewable on an annual basis. Currently funds are available for a 3-year per iod. Candidates should have a doctoral degree with 2-4 years postdoctoral experience in studies of the isolation, characterization and functional properties of proteins. Salary will be commensurate with the applicent's training and starts at $27,570 for 3 years post-Ph.D. experience. Research in the area of the proteins involved in the regulation of contractile events in non-muscle and non-muscle tissues is presently being pursued. Applications including a detailed curriculum vitae, list of publications and names and addresses of three references should be sent to Dr. L.B. Smillie, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7, by September 30, 1987. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Department of Biochemistry. Postdoctoral position to study human lymphocyte growth regulatory genes. These genes or their products are potential targets of transactivating proteins synthesized by the human T-lymphotropic retrovirus which cause leukaemia or AIDS (Wong-Staal & Gallo, Nature 317,395;1985). We have prepared cDNA libraries enriched for genes showing increased expression during the G0/G1 transition of 'resting' lymphocytes. Characterization of the recombinants is in progress (Biochem. Biophys. Res. Comm. 129,618, 1985). A funded position is available immediately. Applicants should have experience in recombinant DNA technology. Please send research resume, curriculum vitae and names of two referees to Dr. D.R. Forsdyke, Department of Biochemistry, Queen's University, Kingston, Ontario, K7L 3N6 (Tel: 613-545-2980).

BIOLOGICAL SCIENCES

UNIVERSITY OF GUELPH. NSERC University Fellows. The Collage of Biological Science is expanding its Research and Graduate Programs and invites applications for NSERC University Fellowships. The University offers reasonable living costs in a small pleasant community closely located to large urban centres. The candidate would ba encouraged to davalop a strong basic research program and would have unlimited opportunities for collaborative research in various areas of biology including biotechnology and agriculture through the Guelph-Waterloo Biotechnology Institute and Ontario Colleges of Agriculture and Veterinary Medicine. Research emphasis in the various departments: MICROBIOLOGY: Bacterial cell envelope structure and function; Physiology of fish pathogens; Fermentation technology; Molecular biology of virus expression; Eukaryotic molecular ecology; MOLECULAR BIOLOGY AND GENETICS: Cell and molecular biology of gene expression; Genetic recombination; Biotechnology and genetic engineering in eukaryotes; NUTRITIONAL SCIENCES: Nutrition and Metabolism; Nutritional biochemical development; Nutritional immunology; ZOOLOGY: Marine community ecology, SCHOOL OF HUMAN BIOLOGY. Human applied physiology; Physical anthropology; Ergonomics; Medical and mammalian genetics; Morphology; Human Biomechanics. Candidates would be be considered for any tenure track position available to join their appointment. This ad is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, the names of three referees should be forwarded, by October 1, 1987, to: Bruce H. Sells, Ph.D., Professor and Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Subject to final budgetary approval.

UNIVERSITY OF QUELPH. College of Biological Science. A post Graduate and Postdoctoral University-Industrial Co-Op Program funded by a grant by Natural Sciences and Engineering Research Council of Canada) in Fundamentals of Biochemistry. Applications are invited from: 1) individuals with a Ph.D. degree in Biochemistry-Industrial Co-Op Program leading to a M.Sc. degree; 2) individuals with a Ph.D. degree in Biological and Medical Science interested in postdoctoral research employing concepts and tools important to biotechnology. Each successful candidate will normally spend the first two years in a University department (Molecular Biology & Genetics or Microbiology) and the 3rd year in one of the G.W. Bleigh labs in the University setting the individuals will have the opportunity to enroll in courses fundamental to biotechnology (including applied courses in agriculture and veterinary medicine) and be associated with a faculty member's research program. This program will not only allow the trainee to understand basic research but also to be exposed to applied work in the Industrial setting. Candidates for this program must be Canadian citizens or landed immigrants. Stipends will be $12,000 for graduate students and $28,960 for postdoctoral fellows. Applicants should send curriculum vitae and names of three referees to: Bruce H. Sells, Ph.D., Dean, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

BIOLOGY

McGILL UNIVERSITY. REDPATH MUSEUM. Petrology. Research Technicel. Two year position, beginning October 1, 1987. Curation of collections including fossil plants, vertebrates and invertebrates. Technical research encouraged. Maximum salary $24,000. Minimum requirements, M.Sc. in geology or biology with strong interest in museology. Curriculum vitae and 3 letters of reference to be sent to Dr. Robert Carroll, Director, Redpath Museum, McGill University, 859 Sherbrooke St. W., Montreal, H3A 2K6.

MOUNT SAINT VINCENT UNIVERSITY. Biology. Applications are invited for a full-time position in Biology at the rank of Assistant Professor In the Biology Department, Mount Saint Vincent University, starting July 1, 1988. Applicants should have a Ph.D. and experience and an interest in teaching microbiology/physiology and/or introductory biology. Candidates should also have a proven research background. Application including curriculum vitae, names of three referees and an outline of proposed research should be submitted to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J8. In accordance with Canadian Immigration requirement s this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Biology. Department of Biology, Trent University wishes to nominate one or two NSERC University Research Fellows to begin July 1, 1988, and invites applications from qualified candidates in any area of cell biology, or cytogenetics. Excellent candidates in other areas will be considered. NSERC University Research Fellows must be Canadian citizens or landed immigrants. Send applications, including curriculum vitae, detailed research proposal and the names and addresses of referees to: C. Cheetham, Department of Biology, Trent University, Peterborough, Ontario, K9J 7B8 by September 30, 1987.

UNIVERSITY OF GUELPH. Insect Physiology/Insect Pathology Position. Applications are invited for a tenure-track position at the Assistant Professor level in insect physiology or insect pathology in the Department of Environmental Biology, Ontario Agricultural College, University of Guelph. Applicants should have a Ph.D. and postdoctoral discipline. Preference will be given to individuals with expertise in biotechnological aspects of insect pathology or physiology. The appointee will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program. Graduate students will be in support of insect control. Disciplines within the Department of Environmental Biology include entomology, plant pathology, nematology, microbiology, plant physiology and environmental biology. Excellent opportunities for research are provided through close cooperation with Agriculture Canada, and with the Ontario Ministries of Agriculture and Food, Environment, and Natural Resources. Outstanding laboratory facilities will ba available in a new building for the Department. Qualifications sought are excellence in teaching and research and the ability to interact well in a multidisciplinary setting. The position is available May 1, 1988. Salary will commensurate with experience. In accordance with Canadian immigiation requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. Applications, including a complete curriculum vitae, academic transcripts, a statement of research interests and the names of three references should be sent to: Dr. S.B. McNeil, Chairperson, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: October 15, 1987.

THE BIOMEDICAL RESEARCH CENTRE. Post Doctoral Studies. Several positions are available at The Biomedical Research Centre, University of British Columbia, Vancouver, in a group analysing structure-function relationships in interleukin-3 and granulocyte-macrophage colony-stimulating factor, in the molecular characterization of the cell-surface receptors for these molecules and in the analysis of the regulation of activation of lymphokine genes and their role in oncogenesis. Drs. John Schrader, Ian Clark-Lewis, Hermann Zilleiner and Kevin Leslie are at present utilizing cell-biological, automated peptide-synthesis, production of antibodies to define peptides and molecular genetic techniques to approach these problems. Applicants should be experienced in immunological, hematological, molecular biological, or protein or peptide chemistry techniques. The Biomedical Research Centre will, in late 1987, occupy a new purpose-built 35,000 sq.ft. building on the campus at the University of British Columbia, Vancouver. This building will be fully equipped for protein and peptide chemistry and molecular and cellular biology. Some positions are funded with a stipend in the region of $25,000 per annum although applicants will be encouraged to apply for fellowships. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Applications, together with a curriculum vitae and bibliography and the names of three referees, should be addressed to: The Director, Biomedical Research Centre, c/o University of British Columbia, Vancouver, BC, V6T 1W5.

UNIVERSITY OF WATERLOO. Biology. The Department of Biology, University of Waterloo expects to receive approval for appointment of a tenure track position in plant biochemistry, plant enzymology or natural products chemistry. The proposed appointment will be at the rank of Assistant, Associate or Full Professor depending on qualifications and experience. The successful applicant will have a strong research program and should be prepared to develop a vigorous and innovative research program with major support obtained from government agencies and industry and teach undergraduate courses in his/her specialty, teaching duties may include participation in courses in plant and cell biology, botany, and the biochemistry of natural products. The appoint ment will be effective on 1 January 1988 or later by mutuel agreement. The Department of Biology currently has 33 full-time faculty members, 92 graduate students, a well-established tradition of cooperation among faculty, and an exceptionally strong commitment to research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. The closing date for all applications is one month after this notice is published. Please send curriculum vitae and the names, addresses and telephone numbers of three referees to Dr. R.G.H. Downer, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada, N2L3G1. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applicetions from women candidates are particularly welcome.

McGILL UNIVERSITY. Plant Molecular Biologist. The Department of Biology invites applications from plant molecular biologists with significant research accomplishments for a faculty position that may be filled at the assistant, associate or full professor level. The Department has considerable research strength in both plant and molecular biology and has recently established a centre for genetic engineering of plants to promote research in this area. The successful candidate will be provided with substantial laboratory space and equipment and will have access to excellent plant growth and tissue culture facilities in the recently constructed McGill Phytotron. The position would be available from September 1987, and starting date is flexible. Applications sie invited from all, although, in accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be considered first. Send curriculum vitae, statement of research interests, representative reprints, and the names and addresses of three referees to: Dr. David Mukherjee, Chairman, Department of Biology, McGill University, 1205 Avenua Docteur Penfield, Montreal, Quebec, Canada. H3A 1B1. Deadline for receipt of applications is September 30, 1987

CONCORDIA UNIVERSITY. Department of Biology. Concordia University invites applications from Molecular Geneticists and Molecular Biologists to fill one or two tenure track positions at the level of Assistant Professor in the Department of Biology. Preference will be given to a successful candidate will participate in undergraduate and postgraduate teaching programs in Biology, will establish and have a Ph.D. degree or equivalent, and will probably already have at least two years postdoctoral experience. The Department has a preference for candidates with microbial interests. Applications will be considered until the position(s) are filled. Interested candidates should send their curriculum vitae, a brief description of their research interests and the names and addresses of three persons who could be consulted for letters of recommendation. Send applications to Dr. E.B. Newman, Chairman, Search Committee, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Research Associate Position. Molacular Biology. Position available immediately in a multidisciplinary team studying gene expression and transfer mechanisms in beneficial insect species. These studies include development of gene expression vectors and transfer technology for application in the honeybee based on established gene transfer technology in Drosophila. The project group encompasses genetics and molecular biology of Drosophila, insect viruses and insect field biology. Candidates with a Ph.D. experience in molecular biology are encouraged to apply by sending a curriculum vitae and the names of two references to: Dr. Peter McGahen, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

BOTANY

UNIVERSITY OF GUELPH. Department of Botany. The Department of Botany has a tenure track position available at the Assistant Professor level in Plant Population Geneticist. This newly-expanding Department has a strong commitment to excellence in research and teaching. The successful candidate will be expected to develop an active research program incorporating modern approaches to plant population genetics. Teaching responsibilities will include courses in evolution and population genetics although an ability to teach the broader aspects of botany is expected. Candidates must have a Ph.D. and postdoctoral research experience. Send letters of application, curriculum vitae, proposed research statement and the names of three referees to: Dr. J.D. Bewley, Chairman, Department of Botany, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval.

UNIVERSITY OF TORONTO. Department of Botany. NSERC University Research Fellowship. The Department of Botany, University of Toronto, invites applications from Canadian citizens and permanent residents who wish to be sponsored for an NSERC University Research Fellowship, to be held at the Erindale Campus. Applicants from the areas of molecular biology, biochemistry and/or biophysics of natural products, fungi or bacteria are particularly encouraged. Positions are available in July 1988, and would involve some teaching opportunities appropriate for the specialization of the appointee. NSERC University Research Fellowships are awarded for five years and carry a salary at the Assistant Professor level and include financial support for research. Submit curriculum vitae with names of three referees requested to provide reprints by September 30, 1987 to: Professor P.A. Horgen, Associate Chairman, Department of Botany, University of Toronto, Erindale Campus, Mississauga, Ontario, Canada L5L 1C6. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF GUELPH. Department of Botany. Two year Research Associate viticulture, ampelography and phylogenetics. Must have expertise in morphometrics, electrophoretics, cytogenetics, computer applicetions in graphics, statistics and cladistics. Supervisory and teaching skills required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Dr. U. Posluszny, Botany, University of Guelph, Guelph, Ontario N1G 2W1. Deadline for application: September 30, 1987.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Marketing, Managerial Economics, Public Sector Management, Business Policy, and Human Resources Management/Industrial Relations. Ph.D. or equivalent required or candidata should ba at the completion stage of degree. Salary and rank depend on qualifications. Asset supplement to ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Daan, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is an equal opportunity employer.

BUSINESS ADMINISTRATION & COMMERCE

BRDCK UNIVERSITY. Department of Management and Marketing. Applications are invited for tenure track positions in: (1) Business Policy (including introductory Business/Management); (2) Human Resource Management; (3) Operations Management, and; (4) Marketing. DBA or PhD in Business required. ABD in these fields expecting to complete in tha near future will also be considered. A commitment to undergraduate teaching and research is expected. Please send your curriculum vitae and the namas of thea referees to Eli Levanoni, Chairperson, Department of Management and Marketing, School of Administrative Studias, Brock University, St. Cathaines, Ontario, L2S 3A1 In accordance with Canadian immigiral ion requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

WILFRID LAURIER UNIVERSITY. Applications aia invited for teaching positions in the areas of Accounting, Human Resources, Marketing, Operations & Decision Sciancas, and Policy for the 1988-89 academic year. Qualifications: Lecture to Assistant Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canade. Send applications to: Hugh Munro, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Marketing/Promotion/International Business/Business Policy; (iv) Operations Management/Production/Management Science. Rank of Assisi ant, Associate or Professor, depending on qualifications and experience preferred. Assistant and/or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preference will be given to research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants should be familiar with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. J.D. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF MANITOBA. Actuarial and Management Sciences. Applications are invited for a tenure track position at the rank of Assistent or Associate Professor beginning July 1, 1988 or July 1, 1988. The candidate should have a Ph.D. and A.S.A (or equivalent) or an F.C.I.A. and Master's degree (or equivalent). Preference will be given to candidates with demonstrable research ability and/or industrial experience. Duties include research and teaching in actuarial science at undergraduate and graduate levels. The Department also offers courses in Operations Research, Production/Operations Management and Menegement Information Systems. Current salary levels are $28,389 - $49,528 for assistent professor. Closing date for application is October 15th or when filled. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and three letters of reference should be sent to: Dr. P. Gupta, Head, Department of Actuarial and Management Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching of the undergreduate and graduate levels. Salary is competitive and will depend on qualifications and current research record. Appointment date is open; July 1, 1988 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business Administration. Applications are invited for most areas including accounting; finance and international finance; marketing; statistics; applied economics (industrial organization and policy issues); and organizational behaviour (macro or human resource focus). Appointments are available effective July 1, 1988 or January 1, 1989. As a minimum, applicants must be nearing completion of their Ph.D. dissertation. Other required qualifications include an interest in undergiaduate teaching, e very strong research orientation, and an ability to supervise doctoral students. Most openings are at the rank of assistant professor. Salary will be commensuate with the applicant's qualifications and experience in accordance with Canadian immigiation requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the namas of thaa academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, Vancouver, B.C., V6T 1Y8.

THE UNIVERSITY OF BRITISH COLUMBIA. NSERC University Research Fellowship. The Management Information Systems (MIS) Division of the Faculty of Commerce and Business Administration invites applications for University Research Fellowships for the 1987/88 competition. The MIS group is involved in research on the use as well as managerial aspects of computer-based imnformation systems including aiaas such as expert systems, da tabase design, and human-computer interaction. Should there be tenure track appointments during the next five yea period, UBC's will be given serious consideration for these positions. Under NSERC regulations candidates must be Canadian citizens or permanent residents of Canada. NSERC fellows will spend the majority of their time doing research but normally undertake a limited amount of teaching. The fellowships are for three years, renewable for an additional two years and the fellows are eligible for normal NSERC research grants. Candidates should provide: Curriculum vitae, publication list and a statement of current research interests and future plans. They should also arange for three letters of recommendation to be sent to: Dr. Lin Lawrence, Director, MIS Division, Faculty of Commerce and Business Administration, 2053 Main Mall, University of British Columbia, Vancouver, B.C. V6T 1Y8.

DALHOUSIE UNIVERSITY. School of Business Administration. Applications are invited for three-year appointment in Management Science, commencing as soon as possible. Candidates should have Ph.D., teaching experience, skills with microcomputers, research interests in stochastic optimization. Dalhousie University has a policy of equality in hiring qualified women staff. Deadline for applications September 30. Send application with curriculum vitae and names of three referees to: Dr. M.A.H. Dempstei, R.A. Jodrey Professor, School of Business Administration, 6152 Coburg Road, Dalhousie University, Halifax, NS. B3H 1Z5.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in (i) accounting and (ii) finance. Doctorate in hand or near completion is requried for tenure track ep pointment. Masters with professional designation will be considered for term appointments in accounting. Visiting appointment is also possible. Rank and salary depend on qualifications. Salary is competitive. Appointments normally July 1, 1988, or by arrangement. This is an opportunity for professors who would like to work in a medium-sized, well-established environment with opportunities for research and for professionel involvement. Applications will be accepted until the position are filled. Qualified candidates should send their c.v. to: Dr. Jack K. Ito, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applicetions in: Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Applicants with qualifications track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank ie generally Assistant or Associate depending on qualifications and experience, but persons with e very strong record of demonstrated achievement will be considered for the rank of tuli professor. Term positions at the tank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons in term appointed positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry our research in their disciplines. Salary is competitive at all ranks. Submit curriculum vitae and nemes and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Marketing. The University of Administration invites applications for e full-time tenure-track position in Marketing to commence July 1, 1988. Rank and salary will be commensurai e with qualifications and experience. Duelifications required include Ph.D. or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the position is lulled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahen, Dean of Faculty, Univer-

sity of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada

CHEMISTRY

UNIVERSITY OF GUELPH. Department of Chemistry and Biochemistry. Canada-Waterloo Centre for Graduate Work in Chemistry. Faculty Positions - Assistant or Associate Professors - Tenure Track. Chemistry or Biochemistry. The Department of Chemistry and Biochemistry is seeking outstanding candidates for a number of faculty positions in chemistry and biochemistry. Candidates must posses a Ph.D. and post-doctoral, industrial or University teaching experience. NSERC Postdoctoral Fellows and/or NSERC Industrial or University Research Fellows are encouraged to apply. Any area of research and teaching experience will be considered but particular emphasis is directed towards expertise in the areas of physical chemistry, analytical chemistry, protein and enzyme biochemistry, toxicology and synthetic organic chemistry. The Department of Chemistry and Biochemistry currently comprises 32 tenure stream faculty positions, offers strong teaching and research programs in both chemistry and biochemistry to the 1987-88 level. The research environment is strengthened by the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC) and corresponding program in physics (GWP), and Guelph-Waterloo Biotech, a biotechnology research consortium. The facilities for the department include state-of-the-art equipment in NMR, ENDOR, FTIR, mass spectrometry and x-ray crystallography. A full complement of equipment for biochemical experimentation on whole organisms and for animal, plant, and microbial cell culture and fractionation is available. A computerized protein sequencing facility is under development in the adjacent Department of Molecular Biology and Genetics. The University of Guelph is located in Southern Ontario in a pleasant city of 85,000 within easy driving distance of such major centres as Toronto and Hamilton. The following should be included with all applications: complete biographical data with publication list, reprints of recent papers, the names and addresses of three professional referees, copies of university transcripts, short research proposal, and statement of teaching or industrial experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Positions are subject to final budgetary approval, and are open until filled. Please address applications to: Nimal A. Bruce, Interim Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. The Department of Chemistry, University of Saskatchewan, invites applications for a tenure-track position in analytical chemistry. Applications from both recent Ph.D.'s and more experienced scientists will be entertained, and an appointment made at a rank commensurate with the successful candidate's experience and qualifications. Applicants with research experience in any area of analytical chemistry are encouraged to apply, but preference will be given to those specializing in either analytical spectroscopy of analytical separations. The successful candidate will join three other faculty, a permanent undergraduate laboratory coordinator, and a rapidly growing number of enthusiastic graduate students in the Department's analytical division. The successful applicant should be strongly committed to establishing an excellent, independent research program, and to teaching effectively at both undergraduate and graduate levels. An appointment could be made as early as September 1, 1987, or as late as July 1, 1988, and the Department will continue to accept applications until the position is filled. Interested applicants should send a copy of their c.v., the names and complete addresses of three potential referees, and a brief statement of their research interests to: Dr. R.P. Steer, Chairman, Analytical Search Committee, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Organic Chemistry/Biochemistry. Research Associate to begin July 1, 1988. Salary range $22,000 - $24,000. Qualifications: Ph.D. in Organic Chemistry with strong background in Biochemistry and postdoctoral experience. Candidate should have established expertise in enzymology (enzyme isolation, reactions, and kinetics), cell culture techniques, organic synthesis including isotopic labelling and modern NMR techniques. Resume and three references to: Dr. John C. Vederas, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by October 15, 1987.

UNIVERSITY OF ALBERTA. Physical Chemistry. Research Associate - Salary range $22,000 to $24,000. Qualifications: Ph.D. in physical chemistry with established expertise in the measurement and analysis of optical and dielectric constants by FT-IR attenuated total reflection spectroscopy. Resume and two references to: Dr. J.E. Bertie, Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by September 30, 1987.

CARLETON UNIVERSITY. Department of Chemistry. In anticipation of a tenure track vacancy within the next few years, the Department of Chemistry at Carleton University invites applications for an NSERC University Research Fellowship. The preferred areas of research interest are those related to organic physical chemistry, particularly those with industrial applications. However, applications will be considered from specialists in other areas of chemistry. Candidates should have postdoctoral experience and an outstanding research record. The successful candidate will be expected to teach courses in physical chemistry, including laboratory courses. NSERC University Research Fellowships are restricted to Canadian citizens or those holding permanent residence status in Canada. The position is open to both men and women. Applicants should send their curricula vitae and names of three referees to: Professor R.A. Shigeishi, Chairman, Department of Chemistry, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in all areas of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts, and three letters of reference to the undersigned, from whom further particulars may be obtained. Professor Peter C. Wellington, Director, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Combinatorics & Optimization. The Department of Combinatorics and Optimization, University of Waterloo, invites letters of interest concerning the 1987/88 NSERC University Research Fellowship Competition. The purpose of these fellowships is to permit young Canadians and permanent residents of Canada with high research skills to embark on academic careers and, at the same time, encourage goals to pursue significant research goals at the outset of their careers. Accordingly, these prestigious fellowships support faculty candidates with reduced teaching loads and administrative responsibilities, allowing the holder to devote more time to research and the supervision of graduate students. The active research interests of members of the Department include algebraic and asymptotic enumeration, combinatorial designs, graph theory, cryptography, graph theory, discrete optimization and continuous optimization. Letters of interest should be addressed to Dr. Paul J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. Each applicant is asked to include his or her Curriculum Vita and to provide the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

COMPUTER SCIENCE

UNIVERSITY OF NEW BRUNSWICK. Computer Science. 1. A tenure track position at assistant professor level. 2. Ph.D. required for tenured position. All areas will be considered. 3. Teaching at the graduate and undergraduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dane Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. 6. Starting date January '88 or when suitable person is available for tenured position. 7. Deadline: When position filled.

UNIVERSITY OF GUELPH. Computing and Information Sciences. Applications are invited for one tenure-track faculty position at the Assistant Professor level. Candidates with proven research abilities and an earned Doctorate in Computing Science will be considered; preference will be given to applicants with expertise in the areas of Interactive Software, Distributed Systems, Information Management, Knowledge-based Systems and Software Engineering. Candidates will be expected to teach courses in these areas. The Department consists of fifteen faculty members, has a substantial commitment to research, and an active graduate program at the Master's level. The Department's computer facilities include 5 MicroVAX systems; one with UNIX as well as a variety of other machines and special workstations. The University computing centre consists of two IBM 4381 systems, one Sperry system running the DMS/OS electronic conferencing system, one IBM 4341 providing NETNORTH connection to BITNET and other European network connections, which are available for both teaching and research activities. Salary will be commensurate with qualifications. Send application, curriculum vitae, and three reference contact names should be forwarded to the Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment will commence December 1st, 1987, with the teaching responsibility beginning January 1st, 1988, although the position will remain open until a suitable candidate is found. Telephone 519-824-4120, extension 2250. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval.

MOUNT ALLISON UNIVERSITY. Director of Computing Services. Mount Allison University invites applications and nominations for the position of Director of Computing Services. The Director of Computing Services reports directly to the Vice-President (Academic) and is responsible for the planning, implementation and monitoring of all academic and administrative computing services. The Director will have a significant impact on the directions these services will take. The University currently has IBM 4361 and DEC PDP-11/70 computers on campus and has high speed access to an IBM 3090 at the University of New Brunswick through the New Brunswick/Prince Edward Island Education Computer Network. The Computing Centre also operates a network of interactive terminals and personal computing stations located throughout the University Library, and at present there are 1750 full-time undergraduate students. The faculty of 140 members is committed to excellence in teaching, scholarship and research. Both women and men are invited to apply for this important position. Applications and nominations should be received by January 15, 1987, to: Dr. S.A. Brown, Vice-President (Academic), Mount Allison University, Sackville, New Brunswick, E0A 3C0; Ph: 506-364-2431.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for two new tenure-track positions at the Assistant, or possibly Associate, Professor level. Duties include undergraduate and graduate teaching, establishment of a significant research program, graduate thesis supervision, and participation in the usual departmental and administrative duties. The Department has 300 undergraduates apportioned equally between the Electrical and Computer Engineering Options, and 95 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 20 full-time Faculty members and 3 technical instructors. Applicants must have a Ph.D. Rank and salary are commensurate with qualifications and experience. Candidates of both sexes are strongly encouraged to apply in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary with names and addresses of three referees to: Dr. J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number Dr 9-87.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Computer Science. Applications are invited for one tenure track position at the level of Assistant or Associate Professor in the Department of Computer Science. The Department has been accredited by the Canadian Information Processing Society, MSc and PhD degrees in Computer Science. Research areas include: artificial intelligence, computer graphics, computer security, design and analysis of algorithms, forman languages and automata, image processing, medical imaging, numerical analysis and software engineering. The Department has in-house facilities (a VAX 11/780, a 27-SUN 3/50 workstation network) dedicated to faculty and graduate students, a variety of micros, graphics terminals, 2 DRC/APPLICON graphics digitizing machine. The Department can also access on-campus facilities including a Cyber 825, two VAXes of the 8000 family, and an IBM 3090. Preference will be given to candidates with a PhD (or equivalent research experience) in computer architecture, software engineering, graphics/image processing or image processing. The appointment is subject to budget approval. Applications and curriculum vitae, including names of three references and up to three papers, should be sent to Professor I. Gargantini, Chairman, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, N6A 5B7, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Children Dental Sciences. Periodontics. Applications are invited for a full-time position in Periodontics at the rank of Associate or Assistant Professor, effective no later than July 1, 1988. The position will be tenure-track or with tenure depending on qualifications and is subject to final budgetary approval. Responsibilities include participation in and coordination of undergraduate, graduate and postgraduate teaching in periodontics and further development of existing periodontal research. Candidates must have completed a Postgraduate Programme in Periodontics and preferably have at least a Master's degree. One day per week of extra-muse private practice privilege is available. Salary will be commensurate with experience and qualifications. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Canadian immigration regulations require this advertisement to be directed to Canadian citizens and permanent residents. Applicants are requested to forward a letter of application, curriculum vitae, the names and addresses of three referees the Selection Committee might contact. A recent photograph should be included. Deadline for receipt of material is October 31, 1987. Applications or inquiries may be directed to: Professor J.G. Silver, Head, Dept. of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Westbrook Mall, Vancouver, B.C., Canada, V6T 1Z7. Telephone: (604) 228-4597.

UNIVERSITY OF ALBERTA. Faculty of Dentistry. Oral Pathology. Applications are invited for a full-time tenure-stream academic position in the Division of Oral Radiology, Department of Stomatology. The position will be effective as of January 1 or July 1, 1988 depending on the applicant's situation. General activities include teaching undergraduate undergraduate dental and dental hygiene students, research and possible hospital radiology. Applicants must have graduate training in oral pathology and a residency program and should be eligible for licensure in dentistry in the province of Alberta. Rank and salary are commensurate with education, skills. Mount Allison University was founded in 1839 in Sackville, New Brunswick. Emphasizing a liberal approach to education in all of its programs, the University offers degrees in Arts, Science, Fine Arts, Music, Commerce and Education. Enrolment is strictly limited

ic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B9. Applications should include a curriculum vitae and the names of at least three referees. The closing date for applications is November 13, 1987. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

UNIVERSITY OF GUELPH. Office for Educational Practice. INSTRUCTIONAL/INFORMATIONAL TECHNOLOGY ASSOCIATE. Reporting to the Director, the incumbent will be responsible for helping to facilitate the achievement of the University's learning objectives by consulting with faculty to improve student learning using educational, technological and interpersonal skills, and by planning, conducting and evaluating development programs in classroom teaching using emergent technology. Requirements include: a graduate degree in computer applications in curriculum design, (Ph.D. preferred). Normal Hiring Range: $28,686 to $33,705 per annum. **MANAGER, INSTRUCTIONAL TECHNOLOGY SUPPORT GROUP.** Reporting to the Assistant Director, Administration, the Manager will be accountable for enabling faculty to teach more creatively and effectively, by developing imaginative programs using emergent technologies. Responsibilities will include managing the Instructional Technology Support Group; consulting with faculty in designing teaching and learning modules; investigating, adopting and promoting the use of new instructional technology products. Requirements include: a university degree together with demonstrated skills in informational technology management and instructional design. Normal Hiring Range: $26,195 to $33,129 per annum. Applications together with resumes should be forwarded as soon as possible to: Employment Services & Training, Personnel Department, Level 5 University Centre, University of Guelph, Guelph, Ontario N1G 2W1

ENGINEERING

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Mining Engineering. Applications are invited for a tenure-track faculty position at the assistant or associate professor level, to teach mining and selected topics in Mining Engineering at the undergraduate and graduate levels and to conduct research. Candidates should have a degree in engineering, a Ph.D. degree and industrial experience in relevant areas of the mining industry. Salary and rank will be commensurate with candidate's qualifications and experience. Applications, including curriculum vitae with names of at least three referees, should be sent to: Dr. C.R. Scoular, Head, Department of Mining and Metallurgical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

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ENGINEERING

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tions is Applications with the names of 3 referees, should be sent not later than October 9, 1987 to: Professor Frank Davey, Chairman, Department of English, York University, North York, Ontario, M3J 1P3.

McGILL UNIVERSITY. English. The Department of English, McGill University, seeks applications for a tenure track Assistant Professorship position to be filled September 1988, for a specialist in Restoration and the 18th Century, with an interest in editing manuscripts (Fanny Burney). Ph.D. in English and demonstrated scholarly accomplishment in the field required. Present rank minimum $32,474 per annum. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Letter of application, c.v., and three letters of recommendation should be sent to Professor Leonore Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: November 1, 1987.

McGILL UNIVERSITY. English. The Department of English, McGill University, seeks applications for a tenure track position (Assistant or Associate Professor) to be filled September 1988. Ph.D. or M.F.A. plus quality publications and recognized accomplishment in film and/or video production, to teach theory, analysis of cinema and TV, and help design courses in Super 8, video and perhaps production for undergraduate program that is theoretical and analytical in orientation. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Letter of application, c.v., and three letters of recommendation should be sent to Professor Leonore Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: December 1, 1987.

EPIDEMIOLOGY

QUEEN'S UNIVERSITY. Career Scientist. Ontario Ministry of Health supported Career Scientist position available for M.D., with M.P.H., M.Sc., or Ph.D. in Epidemiology or related field in the Department of Community Health and Epidemiology, Queen's University. Applicants should be at the beginning of their research careers and cannot have held a Faculty position for more than five years. The capability of developing an independent, grant supported, community based research project and the appropriate training and interest to provide consultative and collaborative support to clinical as well as community research projects are essential. Candidates of both sexes equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Deadline for applications: September 30, 1987. Please send a Curriculum Vitae and three letters of reference to: Dr. J.L. Pater, Professor and Head, Department of Community Health and Epidemiology, 3rd Floor, Abramsky Hall, Queen's University, Kingston, Ontario, K7L 3N6.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY. Department of Exercise Science. Applications are invited for a leave replacement position in the Department of Exercise Science for the period August 1, 1987 to May 31, 1988. Ph.D. preferred. Teaching responsibilities include undergraduate courses in cardiovascular-respiration physiology, principles of physical conditioning with an emphasis on exercise leadership and exercise and aging. Salary for a leave replacement is $30,000. Cdn. per annum. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Send curriculum vitae and 3 letters of recommendation to: Dr. Robert G. Kilgour, Acting Chairman, Department of Exercise Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R8.

FINE ARTS

UNIVERSITY OF GUELPH. Department of Fine Art. The Department of Fine Art, University of Guelph, invites applications for a tenure track position in studio art at the level of assistant professor. Applicants should hold a terminal degree, should have an established exhibition record and should have teaching experience in the areas of painting, drawing and foundation studio. Salary will be commensurate with qualifications and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including a full curriculum vitae, and arrange to have three letters of reference forwarded, to Dr. George Todd, Chairman, Department of Fine Art, University of Guelph, Guelph, Ontario N1G 2W1. Deadline for applications is November 15, 1987. Subject to final budgetary approval.

FOOD SCIENCE

UNIVERSITY OF GUELPH. ONTARIO AGRICULTURAL COLLEGE. Food Science - Chairperson and Professor. Nominations and applications are invited for the position of Chairperson, Department of Food Science, University of Guelph. The position is available July 1, 1988, or earlier if a suitable candidate is found. The Department of Food Science is one of 10 administrative units in the Ontario Agricultural College (OAC). It has a close working relationship with units within the College, as well as with departments within the College of Family and Consumer Studies, College of Biological Science and the Ontario Veterinary College. The department includes 17 faculty and 12 staff. The department administers two undergraduate majors, Food Science and Dairy Science, with a combined enrolment of 90 students and there are currently 30 graduate students in the M.Sc. and Ph.D programs. In addition, the department has a large number of short courses in food products. The department carries out major basic and applied food research in food science. The department Chairperson will have administrative responsibilities for the departmental programs, provide leadership to the faculty and assist them to professional development. The Chairperson will maintain liaison with other administrators within the University, with government agencies and allied industry groups to coordinate research, teaching, and extension programs and strengthen interdisciplinary activities. Letter of application, c.v., and three letters of recommendation should be sent to Professor Laurence Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: November 1, 1987.

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GENETICS

CHEDOKE-McMASTER HOSPITAL HAMILTON, ONTARIO, CANADA. Chief of Service, Cytogenetics. The Regional Cytogenetics Service serves a population of 1.8 million and undertakes over 2000 karyotypes/year. A major commitment to research is expected and experience in molecular genetics is desirable. The successful candidate will ordinarily receive a faculty appointment at a rank commensurate with his/her qualifications in the Departments of Pathology and Pediatrics of McMaster University. Applicants should be CCMG Fellows or accredited by the American Board of Medical Genetics or eligible in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply giving details to: Dr. J. Bienenstock, Chairman, Department of Pathology, Room 2N26, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5.

GEOGRAPHY

McGILL UNIVERSITY. Geography. The Department of Geography expects to rehire, over the next two years, up to five physical geographers, with two Assistant Professors, three-year contract, tenure-track commencing on or before 1 August 1988. Ph.D. essential, with specialized competence, ingenuity and a passion for field research. Salaries 32500 C$. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Apply (curriculum vitae and names of three referees) to Prof. Brian Ilbery, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, by 1 December 1987. Inquiries tel. 514-398-4112.

CONCORDIA UNIVERSITY. Department of Geography. Applications are invited for a tenure track position in physical geography beginning June 1, 1988. Applicants should have a Ph.D. (or A.B.D.) and teaching experience, and should be committed to research and undergraduate teaching. Candidates should have a primary interest in the geomorphology and/or experience in biogeography. Salary and rank will depend upon qualifications. The deadline for applications is October 30, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and the names of three referees, as soon as possible, to: Dr. I. Max Barlow, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

UNIVERSITY OF WATERLOO. Department of Geography. Applications are being accepted for the position at the level of Assistant Professor, for a two year definite term. The position is for an individual who will use the Canadian environment and urban geography. Specialization in the urban field is desired. Ability to teach a variety of undergraduate courses would be an asset. A Ph.D and demonstrated research orientation are required. The Department of Geography is part of the Faculty of Environmental Studies which includes a School of Architecture, a Department of Environment and Resource Studies and a School of Urban and Regional Planning. There are 22 full-time members in the Geography Department. Honours and general degree programs, as well as a co-op option are offered. At the graduate level the Department offers both the M.A. and Ph.D. Please send, by September 30, 1987 a Curriculum Vitae and the names of three referees to: Professor B. Mitchell, Chairman, Search Committee, Department of Geography, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The appointment will begin January 1, 1988, or as soon as possible thereafter. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applications from women candidates are particularly welcome.

GEOPHYSICS

THE UNIVERSITY OF WESTERN ONTARIO. Department of Geophysics. The Department of Geophysics, The University of Western Ontario, invites applications for a tenure track position, subject to the availability of funds. A high pressure physicist is required, preferably a geophysicist or condensed matter physicist with a proven track record and future training includes a Ph.D. and more than two years of postdoctoral experience with high pressure techniques and high temperature techniques. The successful candidate will be required to teach at the undergraduate and graduate level and devote considerable time to research into the physical properties of mattar at high pressures and temperatures relevant to processes in the earth and planetary interiors. Safety is subject to negotiation and will depend upon the applicants experience and qualifications. The effective date of the employment is preferably July 1, 1988 but is subject to negotiation. Closing date for receipt of application is January 1, 1988. Address further inquiries to: Dr. A.E. Beck, Professor and Head, Department of Geophysics, The University of Western Ontario, London, Ontario, Canada N6A 5B7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

BRDCK UNIVERSITY. Post doctoral Positions. We are seeking two post doctoral fellows in solid earth geophysics to engage in challenging research programs concerning the dynamics of the earth's crust. Archean tectonics, potential data inversion and paleomagnetism. Positions are available for one year, starting immediately, and may be extended to a second year. Applicants should send resume and the names of three referees to Dr. J. Arkani-Hamed, Dept. of Geological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1, Canada. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

HEALTH CARE

CHEDOKE-McMASTER HOSPITALS. Director of Program Evaluation. The Director of Program Evaluation will provide leadership in health care program evaluation for Chedoke-McMaster Hospitals, by developing a model or framework for evaluating cost effectiveness, and efficiency of new, expanded and existing programs. The incumbent will work closely with Hospital Administration in program planning, will help develop an appropriate process for responding to requests for new and expanded programs, and will provide a year-plan for the evaluation of programs based on the hospital's needs and priorities. The Director should be skilled to act as a consultant to hospital management, and provide education to improve the understanding of program evaluation for hospital staff. If the position is filled by qualified candidate, there is a possibility for a faculty appointment in the Department of Clinical Epidemiology and Biostatistics at McMaster University, and potentially, association with the department's Health Economics and Policy Analysis Group. The successful candidate will bring with it the expectation for scientifically sound and pragmatic research, and publications in the evaluation process and new methods of program evaluation. Applicants are expected to have academic training at the master's level as a minimum, with specific skills in program evaluation and related disciplines such as biostatistics, epidemiology, psychology, or accounting. Experience in evaluation within a health care setting is preferred. Complete resumes should be sent in confidence to: Mr. R.C. Walker, President, Chedoke-McMaster Hospitals, P.O. Box 2000, Station "A", Hamilton, Ontario, L8N 3Z5.

HISTORY

UNIVERSITY OF TORONTO. Department of History. Modern Russian History. Applications are invited for a tenure-track position in Russian and Soviet history. Preference will be given to applicants specializing in the history of the Russian Revolution and the Soviet Union. Applicants should have a PhD and proven research competence. The appointment will be at the rank of Lecturer, Assistant or the Associate Professor level, depending upon qualifications. The teaching duties of the successful candidate will be at both the graduate and undergraduate levels. Salary will be commensurate with experience. The appointment will commence July 1988. Send applications, a curriculum vitae, and ask three referees to write letters to Professor Michael Finlayson, Chairman, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. Applications will close on 15 October, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is particularly welcomes applications by qualified women.

YORK UNIVERSITY. Faculty of Arts, Department of History. Applications are invited for three tenure-track appointments, all the rank of Assistant Professor, in the following areas: (1) Twentieth-Century European Social History: Required qualifications include a completed PhD with specialization in either southern/Mediterranean or northern/Baltic-Scandinavian regions, publications, teaching experience, and a continuing programme of research in the area of specialization. Candidates with specialities in Britain, France, Germany, or Eastern Europe will not be considered. (2) Early Modern British History: A completed PhD and current programme of research are required. Teaching experience and publications in the field are preferred qualifications. The successful applicant will, over the years, participate in a variety of undergraduate history courses in the Faculty of Arts and regularly teach one course on secondment to the Department of History of Atkinson College. (3) Canadian History. Required qualifications include a completed PhD, the ability to teach an upper level undergraduate course in the history of western Canada, and an on-going programme of research, preferably in the social history of western Canada or of Canada in comparative perspective. Appendent on qualifications and experience. Positions are subject to budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Ruth Chuse, Jr. Acting Chair, Department of History, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Applications must be received no later than 1 November 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

LAW

THE INSTITUTE OF LAW RESEARCH AND REFORM, EDMONTON, ALBERTA. Director. The Institute is an independent body established by the Law Society, the Attorney General and the University of Alberta, and is an Institute under the commission. The Director is not only both a member of the policy-making Board and an active researcher and writer, but is responsible as the Institute's Chief Executive Officer for advising the Board and implementing its decisions, overseeing the Institute's personal staff, and maintaining good relations with Government, funding bodies, the legal profession, and the public. The close relationship with the Faculty of Law also means that in appropriate circumstances the Director may teach in the LLB program. The successful candidate will be a senior person with a demonstrated interest in law reform. Experience in both management and legal research and writing is evident from the existing service in a law reform agency, the practice of law, law teaching or government. A knowledge of the provincial, economic and political environment of Alberta is essential. Membership or eligibility for membership of the Law Society of Alberta is desirable. The appointment will be a joint one by the Institute and the University of Alberta, carrying with it academic rank in the Faculty of Law. It is likely to be for a 5 year renewable term commencing April 1st, 1988, with salary and benefits within the range appropriate for a senior administrative officer of the University. If participation in the University pension plan is not possible, appropriate arrangements are negotiable. Written nominations or applications for the position, accompanied in the latter case by a resume and the names of three references, should be submitted by October 31st, 1987 to J W Beames, D.C., Chairman, Institute of Law Research and Reform, c/o Milner & Steer, 2900 Manulife Building, 10180 - 101 Street, Edmonton, Alberta, T5J 3V5.

MATHEMATICS

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position in mathematics or applied mathematics at the assistant professor level starting July 1, 1988. Candidates should have a Ph.D. degree and the potential for research and effective teaching. Ability to teach in French and English is a requirement for tenure. Interested individuals should send their curriculum vitae and arrange for three letters of reference to be sent directly to: Dr. M. Alyo, Chairman, Department of Mathematics, University of Ottawa, Ontario, Canada, K1N 6N5. Closing date for applications is December 14, 1987. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for a tenure-track position at the Assistant Professor level. Duties include teaching and research in some area of applied mathematics. Applications will continue to be accepted until the position is filled. In accordance with Canadian immigration procedures, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Send curriculum vitae including names of three referees to W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1

McGILL UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics at McGill University is seeking to fill two tenure-track Assistant Professorships in September 1988. Further two appointments may be available for September 1988 or September 1989, but the latter two are subject to budgetary approval. Candidates should have a Ph D and a solid record of achievement in research. There are three priority areas algebraic or differential geometry, numerical analysis (preferably associated with partial differential equations), and mathematical statistics (where a more senior appointment can be considered). However, we will entertain applications from outstanding candidates in other areas. The applications should be sent to: Professor M. Herschorn, Chairman, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. Please include a statement of research accomplishments and plans along with your letter of application, and arrange for 3 letters of recommendation to be forwarded. McGill University is an equal opportunity employer, but in accordance with the Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The deadline is the receipt of completed applications is November 15, 1987.

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a tenure track appointment effective July 1, 1988 in the area of Probability and Statistics at the Lecturer/Assistant Professor Level Ph.D or near completion required. Responsibilities include teaching undergraduate courses in Statistics and Probability, and research. Salary according to qualifications and experience. Send curriculum vitae and arrange for three letters of reference to be sent directly to Dr. M A Taylor, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics at Simon Fraser University invites applications for a tenure track position in Numerical Analysis at the level of Assistant Professor. The position could commence as early as January 1, 1988. Requirements include a Ph.D. degree and duties include teaching and research. Applications, including curriculum vitae, should be sent as soon as possible to: Dr. A.R. Freedman, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Please arrange for three letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University serves 11,500 undergraduate students and 1,200 graduate students. The Department of Mathematics and Statistics with a faculty of 34, has 49 graduate students (20 in the Ph.D program). Simon Fraser University is situated on the top of Burnaby Mountain lying just east of the cosmopolitan city of Vancouver. The site commands magnificent views of Burrard Inlet, the mountains, the Fraser River, and the Vancouver Harbour. This Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position in Approximation Theory and closely related areas at the Assistant Professor level starting July 1, 1988. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor L. Erbe, Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is December 31, 1987. Please refer to File AP-1 when responding to this advertisement.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position at the Assistant Professor level starting July 1, 1988. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor L. Erbe, Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is December 31, 1987. Please refer to File OC-1 when responding to this advertisement.

THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics. The Mathematics Department will sponsor NSERC University Research Fellows for terms beginning July 1, 1988. Candidates should have demonstrated high potential for research. In the past, successful candidates for NSERC University Research Fellowships have had at least one year of Post-Doctoral experience. Under NSERC regulations, candidates must be Canadian citizens or permanent residents of Canada. Subject to availability of funds, the fellowships are for three years and renewable for an additional two years. A University Research Fellow receives the salary of an Assistant Professor with comparable qualifications but teaches at most, one course. Applications including CV, list of publications and three letters of recommen-

dation should be sent to Dr. D. Boyd, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4 before October 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Department of Social and Preventive Medicine. The University of Saskatchewan invites applications for a tenured position with the rank of Assistant Professor in the Department of Social and Preventive Medicine. The successful candidate must have graduated in medicine and have special training in public health or community medicine. The candidate will be expected to have a specialty qualification or is equivalent. Preference will be given to persons with a Fellowship in Community Medicine from the Royal College of Physicians and Surgeons. The successful candidate must be eligible for registration with the College of Physicians and Surgeons of Saskatchewan. The successful applicant will be appointed as Medical Health Officer of Health for City of Saskatoon and will be expected to participate in undergraduate and postgraduate teaching and in research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Applicants should submit an up-to-date curriculum vitae and an indication of their academic interests to: Dr. Brian Habbick, Professor and Head, Department of Social and Preventive Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

UNIVERSITY OF MANITOBA. Molecular Biology, Hormones and Growth Factors. Individuals with a strong background in molecular biology and have a Ph.D degree are invited to apply for Post Doctoral Fellowship/Research Associate position in an established molecular endocrinology laboratory. Projects include the study of the structure, function and their regulation of newly discovered members of the prolactin family of hormones, and pituitary growth factors. Applicants should send curriculum vitae, a brief description of their research interest, and three letters of reference to Dr. Henry G. Friesen, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Both men and women are encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Rehabilitation Medicine - Ontario. The Queen's University Department of Rehabilitation Medicine is seeking a geographical full-time physiatrist for a position involving clinical care, teaching and research. Expertise in electrodiagnosis and clinical administration would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae and names of three references to: Dr. H. Pross, Professor and Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6. Closing date for applications is October 1, 1987

MICROBIOLOGY

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO. Position. The Department of Microbiology and Immunology invites applications for a faculty position at the assistant professor level. Candidates should have a strong commitment to research and undergraduate and graduate teaching. Those with interests in bacterial cytochemistry and physiology, or the biochemistry of medically significant bacteria, will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae and names of three references to: Dr. H. Pross, Professor and Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6. Closing date for applications is October 1, 1987

MUSIC

McGILL UNIVERSITY. Faculty of Music. 1. Tenure track appointment at the rank of Assistant or Associate Professor. 2. Doctorate in Music and/or computer science. The Department is seeking for someone with substantial creative accomplishment or demonstrated potential in the application of computer technology to music; a professional working knowledge of software and/or hardware is essential. 3. The position entails the design and implementation, with colleagues, of a sequence of courses from an undergraduate introductory course on computer applications in music through a doctoral seminar. The ability to supervise doctoral dissertations is essential. 4. Salary. According to rank, qualifications and experience. 5. Send a curriculum vitae and arrange to have three letters of reference sent to Prof. D.B. Minotgan, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, PQ, H3A 1E3. 6. Effective: September 1, 1988 7. Deadline: November 1, 1987. 8. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

NEUROLOGY

DUEEN'S UNIVERSITY. Neurology. Academic. A full time faculty position is available in the Division of Neurology, Department of Medicine, Queen's University, Kingston, Ontario, Canada. An individual is sought who is able to develop a high quality undergraduate teaching program in neuromuscular disease, while participating in an active clinical neurology program and in undergraduate and post graduate teaching. Academic rank and salary commensurate with experience in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes equally encouraged to apply. Send C.V. and names of three referees to Dr. H.B. Dinsdale, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

NURSING

UNIVERSITY OF ALBERTA. Faculty of Nursing. The University of Alberta offers challenging opportunities to participate in the Basic and Post-RN (BScN) Programs, Master of Nursing Program, nursing research, and in developing a doctoral program in nursing. Joint appointments with health care partners are available. Three positions available may be at Associate or Assistant Professor rank, dependent on qualifications. Doctoral degree, preferably in Nursing, experience in research and grant administration; relevant clinical and teaching experience; and current registration/licensure as RN, required. Master's degree in Nursing preferred. Salary ranges: Associate Professor $39,620 - 57,235; Assistant Professor $31,612 - 45,340. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit curriculum vitae and names of three references by October 15, 1987, to Dr. Marilynn Wood, Dean, Faculty of Nursing, The University of Alberta, 3-121 Clinical Sciences Building, Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY OF SASKATCHEWAN. College of Nursing. Applications are invited for Nursing Faculty positions to teach in the Basic and Post-diploma baccalaureate programs and in the Masters program. Specialty areas of interest may be available in a wide variety of clinical areas. Qualifications: A doctoral degree with masters preparation in Nursing and recent clinical experience preferred or Masters degree in Nursing and recent clinical experience required. Eligibility for registration with Saskatchewan Registered Nurses' Association required. Salary and rank commensurate with qualifications and professional achievement. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Letters of application, resumes, names of referees to be sent to: Dean, College of Nursing, A102 Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Phone: (306) 966-6221.

NUTRITION

MACDONALD COLLEGE OF McGILL UNIVERSITY. Readvertising - Assistant or Associate Professor. Human Nutrition and Food Service Management. A tenure-track appointment is available as of July 1988, which involves research, teaching at graduate and undergraduate levels, and general faculty duties in the School of Dietetics and Human Nutrition. Teaching will be comprised of two courses in food service management to dietetics students and a graduate course in the candidate's research area. The successful applicant will be expected to develop, in addition to his/her personal projects, collaborative research activities with other members of the Department, and in particular with members of the M.R.C. Group, depending on mutual research interests. Both men and women are encouraged to apply in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Applicants should submit an up-to-date curriculum vitae and an indication of their academic interests to: Dr. Brian Habbick, Professor and Head, Department of Social and Preventive Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

UNIVERSITY OF MANITOBA. Molecular Biology, Hormones and Growth Factors. Individuals with a strong background in molecular biology and have a Ph.D degree are invited to apply for Post Doctoral Fellowship/Research Associate position in an established molecular endocrinology laboratory. Projects include the study of the structure, function and their regulation of newly discovered members of the prolactin family of hormones, and pituitary growth factors. Applicants should send curriculum vitae, a brief description of their research interest, and three letters of reference to Dr. Henry G. Friesen, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Both men and women are encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Rehabilitation Medicine - Ontario. The Queen's University Department of Rehabilitation Medicine is seeking a geographical full-time physiatrist for a position involving clinical care, teaching and research. Expertise in electrodiagnosis and clinical administration would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

from women candidates are particularly welcome.

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Postdoctoral Fellow - Electron Spin Resonance. A Postdoctoral Fellow is required in the Department of Physiology effective November 1, 1987. The successful applicant will be expected to participate in Electron Paramagnetic Resonance experiments investigating membrane fluidity (fatty acid and phospholipid spin labels) as well as in experiments utilizing spin trapping techniques (oxygen free radicals). Applications are sought from a recently graduated (or to graduate) Ph.D. in Biochemistry, Biophysics or Chemistry with expertise in Electron Paramagnetic Resonance Spectrometry. The position will be funded through the Alberta Heritage Foundation for Medical Research for a period of three years. The salary range is from $22,000 to $25,000 per annum depending upon qualifications and experience. The University of Alberta is an equal opportunity employer. Please forward to send a curriculum vitae, a letter of interest with background, transcripts and three references to Dr. Mark J. Peznarsky, Dept. of Physiology, Faculty of Medicine, University of Alberta, Edmonton, Alberta T6G 2H7, Canada. The deadline for the receipt of applications is September 30, 1987.

PLANT SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Department of Plant Sciences. The Department of Plant Sciences, The University of Western Ontario, invites applications for an NSERC University Research Fellow who will complement present departmental research interests in the general area of physiological plant ecology. The department is seeking a highly qualified individual who will enjoy interacting with a very strong existing group in plant physiology and ecology, which also has extension into related fields in the Department of Zoology. Current interests are in adaptation of crop and weed species with special emphasis on intraspecific variation, resource allocation and seed dispersal, environmental and genetic regulation of photosynthesis and chloroplast development. The Department also has strengths in mathematical ecology, systematics and chemotaxonomy. The successful candidate will be highly skilled technically and will complement, bridge or interact with the above mentioned fields. He or she will establish a significant research program and undertake some teaching duties, in accordance with NSERC policy. The position is for 5 years and begins May 1, 1988. The successful candidate will be nominated for University Research Fellowship by this university in the 1987 competition. Applicants should provide a c.v., a detailed description of research interests and arrange for 3 letters of reference to be sent to the Chairman, Department of Plant Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7 by September 30, 1987, in accordance with NSERC policies, this advertisement is directed to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

MACDONALD COLLEGE OF McGILL UNIVERSITY. Department of Plant Science. The Department of Plant Science, Macdonald College of McGill University invites applications for a tenure track position in plant breeding with major emphasis on small grain cereal crops. Responsibilities of the position include: taking charge of established oat and barley breeding programs, conducting research related to these breeding programs, teaching at the graduate and undergraduate levels, and supervision of graduate students. The successful candidate will have a Ph.D. in crop breeding with knowledge of, and experience with, the standard breeding methods for cereal crops. In addition, candidates should have some experience with one or more of the following: tissue culture, embryo or another culture, or recombinant DNA technology. Knowledge of the French language would be a definite asset. The salary floor for an assistant professor is $32,474. Qualified applicants are requested to submit a curriculum vitae and names of three references to P. Lister, B. Sc.(Agr.), Department of Plant Science, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 1C0. Applications will be accepted until October 15, 1987. The appointment date is March 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

POLITICAL SCIENCE & STUDIES

McGILL UNIVERSITY. Department of Political Science. Academic Positions: McGill University invites applications for a tenure track position in INTERNATIONAL RELATIONS. The preferred subfields are strategic studies, political economy and comparative foreign policy, including Canada. Training in empirical methods will be regarded as an asset. The appointment will begin on September 1, 1988 and is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a strong research record. Salary is commensurate with qualifications and experience. The position is subject to budgetary approval. In accordance with Canadian immigration regulations, preference is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is November 16, 1987. Applications, including a curriculum vitae, university transcripts and the names of three referees, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St.W., Montreal, Quebec H3A 2T7.

QUEEN'S UNIVERSITY AT KINGSTON. Political Studies. The Department of Political Studies at Queen's University invites applications for a tenure track appointment to teach courses in Soviet studies and international relations. Appointment to commence January 1, 1988. Applicants should have a completed Ph.D., a good record of academic publications, and at least several years of successful teaching experience. Salary and rank will depend on qualifications. Closing date: Oct. 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including c.v. and three letters of reference should be sent to C.C. Pentland, Head, Department of Political Studies, Queen's University, Kingston, Ontario K7L 3N6.

YORK UNIVERSITY. Faculty of Arts. Department of Political Science. Applications are invited for an entry level, tenure track appointment in International Relations, specialization in international political economy desirable. The position may involve graduate level program supervision, as well as undergraduate teaching and research. Appointment to commence July 1988. Requirements: Ph.D. or equivalent; demonstrated research and teaching abilities and strong publication record. Salary: Commensurate with qualifications. Deadline: December 1, 1987. To apply: forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele St., North York, Ontario, M3J 1P3. Qualified women and men are invited to apply. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of Political Science. Applications are invited for an entry level, tenure track appointment in Canadian politics, specialization in law and politics desirable. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research. Appointment to commence July 1988. Requirements: Ph.D. or equivalent; demonstrated research and teaching abilities and strong publication record. Salary: Commensurate with qualifications. Deadline: December 1, 1987. To apply, forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele St., North York, Ontario, M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

ACADIA UNIVERSITY. Department of Psychology. The Psychology Department of Acadia University is expected funding for a contractually limited appointment up to three years in the area of Child Clinical Psychology. The successful candidate will have a Ph.D. degree in clinical psychology and will have completed an internship in child +/or family therapy. Duties will include teaching in both undergraduate and graduate level, supervision of internships, and research supervision. Send curriculum vitae to: Michael P. Lister, Ph.D., Head, Psychology Department, Acadia University, Wolfville, Nove Scotia, Canada, B0P 1X0. Closing date for receipt of applications is September 30, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to the first priority candidates Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a tenure-track position in the area of Applied Developmental Psychology. The appointment may be made at the rank of Assistant or Associate Professor, depending upon the experience/record of the successful candidate. Applicants should be prepared to teach graduate-level courses in assessment of children, learning disabilities, and intervention strategies with children and families. They should be committed to an active program of research in Applied Developmental Psychology. Additional interests in personality or psychopathology or social psychology would be a major asset. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send curriculum vitae and names of three references to: Brian Earn, Acting Chair, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

McGILL UNIVERSITY. Department of Psychology. Clinical Psychology. Applications are invited for a tenure-track appointment at the assistant professor level in clinical psychology starting September 1988. We are seeking applicants who combine clinical training with a current research program. Candidates should send a curriculum vitae, copies of research publications and a brief statement describing research in progress and future research plans. Three confidential letters of recommendation should also be sent. The deadline for applications is December 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to Dr. Geoffrey Hall, Coordinator of Clinical Training, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, H3A 1B1.

McGILL UNIVERSITY. Department of Psychology. Physiological Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of physiological psychology beginning September 1988. Candidates whose special interest lie in comparative physiology (or ethology) and neuropsychology are also encouraged to apply. Candidates should send a curriculum vitae, copies of research publications and a brief statement describing research in progress and future research plans. Three confidential letters of recommendation should also be sent to the Chairman Salary: $32,474 (base). Deadline for applications is December 31, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including c.v. and three letters of reference should be sent to C.C. Pentland, Head, Department of Political Studies, Queen's University, Kingston, Ontario K7L 3N6.

YORK UNIVERSITY. Faculty of Arts. Department of Political Science. Applications are invited for an entry level, tenure track appointment in International Relations, specialization in international political economy desirable. The position may involve graduate level program supervision, as well as undergraduate teaching and research. Appointment to commence July 1988. Requirements: Ph.D. or equivalent; demonstrated research and teaching abilities and strong publication record. Salary: Commensurate with qualifications. Deadline: December 1, 1987. To apply, forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele St., North York, Ontario, M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Chairman, Department of Psychology. Applications are invited for the position of Chairman of the Department of Psychology, Faculty of Social Science, effective July 1, 1988. Dr. Gerry Devins, Committee Chairman recommends an appointment for a three- to five-year term; renewable Nominations and applications should be sent to Chairman of the Selection Committee, Professor Denis Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The deadline for submission is October 31, 1987. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is an equal opportunity employer.

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for a new tenure-track position in clinical psychology at the Assistant Professor level beginning June 1 or September 1, 1988, subject to budgetary consideration. Applicants should have a Ph.D. in clinical phychology with a one-year doctoral internship, or equivalent, and should have an active, ongoing research program pre-empirical not excessively, in one of the following areas: Child Psychopathology, Aging, 'At Risk' Populations, Psychology Deficits, Health Phychology Position includes teaching, practicum and thesis supervision in an APA and CPA accredited clinical Ph.D. program. The department offers excellent research facilities, and houses two government supported research centres: The Center for Research in Human Development and the Center for Studies in Behavioral Neurobiology. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Applications will be accepted until position is filled. Send vitae, representative publications and at least three letters of reference to: Dr. Lisa A. Serbin, Chair, Clinical Search Committee, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal (Quebec) Canada, H3G 1M8.

RADIOLOGY

UNIVERSITY OF BRITISH COLUMBIA HEALTH SCIENCES CENTRE HOSPITAL. Magnetic Resonance Scientist. Applications are invited from persons with a Ph.D., experienced in biological NMR studies, preferably with a strong interest in magnetic resonance imaging. The successful candidate will be expected to develop a strong basic science program to compliment the clinical MR program based at the Health Sciences Centre Hospital. In addition, a limited amount of undergraduate and graduate teaching in Radiology and Physics will be expected. Remuneration commensurate with qualification and experience will be up to $45,000 per annum. The position is available September 1, 1987 interested candidates should send their curriculum vitae and the names of three referees to Dr. David Li, Department of Radiology, UBC Health Sciences Centre Hospital, 2211 Wesbrook Mall, Vancouver, B.C. V6T 2B5 telephone (604) 228-7080. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MONTREAL NEUROLOGICAL HOSPITAL. Neuroradiologist. The radiology department of the Montreal Neurological Hospital requires a full-time neuroradiologist Candidates must be well-versed in neuroradiological procedures including magnetic resonance imaging and computed tomography. Experience in stereotaxtic and interventional procedures would definitely be an asset Applicants should have a thorough knowledge of French and English both written and spoken. The candidates must meet the criteria of an Assistant Professor of McGill University in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae along with 2 letters of reference should be forwarded to Mae J. Palayew, M.D., Chairman, Diagnostic Radiology, Jewish General Hospital, 3755 Cote-Ste-Catherine, Montreal, Quebec, H4W 2R5. Copies to Dr. Yves Trotter, M.D., Director, Department of Radiology, Montreal Neurological Hospital, 3801 University Street, Montreal, Quebec H3A 2B4.

UNIVERSITY OF OTTAWA. Chair of Radiology. Applications are invited for the position of Professor and Chairman of the Department of Radiology, University of Ottawa, School of Medicine. The appointee must have the leadership qualities and the academic standing to assume the responsibility for research, undergraduate and postgraduate medical education and the coordination of educational activities in the affiliated teaching hospitals, namely the Ottawa Civic Hospital, the Ottawa General Hospital and the Children's Hospital of Eastern Ontario. Suitable candidates should be eligible for certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physicians and Surgeons of Ontario. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An application, including curriculum vitae and appropriate references should be forwarded prior to October 15, 1987 to: Gilles D' Hureau, MD, Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario K1H 8M5.

UNIVERSITE D'OTTAWA. Chaire de Radiologie. L'Universite d'Ottawa ouvre un concours pour le poste de Professeur et Directeur du département de radiologie, Ecole de médecine. Les candidat(es) choisis(es) auront pour mandat de développer un programme de recherche, de surveiller les programmes de formation au niveau prédiplomé et postdiplomé et de coordonner les programmes d'enseignement intégrés dans les hopitaux affiliés, soit l'Hôpital Général d'Ottawa, l'Hôpital Civique d'Ottawa et l'Hôpital pour enfants de l'est de l'Ontario. Les candidats qualifiés devront être éligibles au certificat du Collège royal des médecins et chirurgiens du Canada et au permis d'exercer du Collège des médecins et chirurgiens de l'Ontario. Selon les exigences d'immigration du Canada, la préférence sera donnée aux candidats qui sont citoyens canadiens ou immigrants reçus. Prière de faire parvenir votre curriculum vitae et copies de trois références avant le quinze Octobre 1987 à l'attention de Gilles D. Hurteau, MD, Doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ontario K1H 8M5.

PRINCESS MARGARET HOSPITAL, TORONTO, CANADA. Chief, Department of Imaging. Applications are invited responsible for all professional radiologic and nuclear medicine services at the Princess Margaret Hospital, a 200 bed Clinical Cancer Hospital with 202 beds. The PMH has a service program in radiation and medical oncology with surgical consultation, and a developed research program in oncology Over 7000 new patients with cancer are seen each year together with 15,000 subsequent day care visits. The Hospital is in the process of rebuilding its facilities The Chief should be an experienced physician/administrator with a strong commitment to clinical service, departmental administration, teaching and research. There are currently five positions available in diagnostic radiology, and one in nuclear medicine. Equipment includes CT, ultrasound, MRF. Applicants should have certification in Diagnostic Radiology from the Royal College of Physicians & Surgeons (Canada) or equivalent, and demonstrated administrative skills as well as clinical. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents For further details please write to Dr. R.S Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Canada, M4X 1K9.

RELIGIOUS STUDIES

McGILL UNIVERSITY. Religious Studies. Assistant Professor, New Testament (tenure track) to begin June 1, 1988. Ph.D. required. To teach courses in New Testament Studies as well as New Testament Greek. Salary (Current floor, $32,474). In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent by November 15, 1987 to Dean Conner Runnells, Faculty of Religious Studies, McGill University, 3520 University Street, Montreal, PQ, H3A 2A7.

WILFRID LAURIER UNIVERSITY. Religious Studies. Wilfrid Laurier University invites applications for a full-time continuing appointment to begin July 1, 1988 The deadline for receipt of applications is October 31, 1987 Applicants should have training and teaching experience in the following: (a) the archaeology of the Near East, (b) the history, literature, religion, and culture of Israel; (c) Hebrew and/or cognate Semitic languages; (d) archaeological field experience, preferably at a senior administrative level. Secondary competence in early Judaism is desirable The appointee will teach graduate and undergraduate courses and a regular record of research and publications are required Rank and salary negotiable Letter of application, curriculum vitae, transcripts, three letters of reference, sample publications, course outlines, and course evaluations should be sent to Dr. Ron Grimes, Chair, Department of Religious Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RURAL EXTENSION

UNIVERSITY OF GUELPH. Agricultural Communication/Rural Extension. Applications are invited for a tenure track position at the rank of Assistant Professor. Qualifications include a doctorate in Agricultural Communication/Rural Extension or closely related field. Strength in quantitative and qualitative research methods and academic and professional experience in two or more of the following areas: agricultural communication/journalism; program planning and evaluation of extension/informal adult education; community/organizational settings for extension programs Primary responsibilities include the teaching of undergraduate and graduate courses in these areas and the supervision of graduate student thesis research The successful candidate will be expected to participate in a program of research, scholarship and publication pertaining to agricultural extension education. Candidates with industry experience in working with business/industry and government will find this a challenging opportunity. Salary will be commensurate with qualifications and experience. Both women and men are encouraged to apply In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application with curriculum vitae and the names of three referees should be forwarded to Dr. G.A.B. Moore, Chairman, Department of Rural Extension Studies, University of Guelph, Guelph, Ontario, N1G 2W1. The effective date of the appointment will be negotiable. Applications will be accepted until December 31, 1987 Subject to final budgetary approval

SOCIAL SCIENCES

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Applied Psychology. Innovative program in community psychology seeks feminist scholar to teach and supervise Master's and doctoral level students This is an interdisciplinary program located in the Department of Applied Psychology The successful candidate may be from any one of several social science backgrounds. The candidate must have a Ph.D and be available to the Graduate School of the University of Toronto The successful applicant should have some combination of expertise in health and mental health service delivery, social services delivery, social policy analysis. Applicants should be working from a critical psychological perspective with an interdisciplinary locus and preferably with applied experience in one or more of the above areas. Rank for this tenure-track appointment is open depending on qualifications This position is available July 1, 1988, or possibly earlier, but applications will be reviewed as received. A curriculum vitae and the names of three or more referees should be submitted by November 30, 1987 to: Dr. Malcolm Levin, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents

CARLETON UNIVERSITY. Social Sciences. Carleton University, Faculty of Social Sciences invites applications annually from qualified and senior scholars, women and men, to teach at the graduate level as a Visiting Professor for a 8-12 month period in the following discipline areas: Business, Economics, Geography, Law, Political Science, Public Administration, Psychology, Sociology & Anthropology, Social Work, International Affairs, Soviet & East European Studies. The applicant should have a record of internationally recognized published scholarship, a clear work of an interdisciplinary character attracting students from several disciplines in the Faculty in addition to any calendar year by 31 March, to the Dean of Social Sciences, Carleton University, Ottawa, Ontario K1S 5B6.

THE UNIVERSITY OF WESTERN ONTARIO. Dean, Faculty of Social Science. Applications and nominations are invited for the position of Dean of Social Science, with the appointment to be effective July 1, 1988 or as soon as possible thereafter. The appointment is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and teacher and should have the necessary administrative and inter-personal skills to provide leadership for the continuing development of the academic programs and research within the Faculty The University of Western Ontario has a total enrolment of over 23,000 full-time equivalent students in graduate, undergraduate and professional programs The Faculty of Social Science has 193 full-time faculty members in eight different departments The undergraduate programs have over 5,000 full-time students. The Faculty is very active in research and graduate teaching with over 300 full-time equivalent graduate students Nominations and applications should be submitted by November 13, 1987 to: Professor T.J. Collins, Provost (Vice President Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8 Applicants should include a curriculum vitae and the names of at least three referees In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Western Ontario is an equal opportunity employer

SOCIAL WORK

UNIVERSITY OF WINDSOR. Social Work. Tenure stream appointment at assistant professor rank to teach in B.S.W. and M.S.W. programmes, conduct research, supervise graduate research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. The deadline for applications will be February 1, 1988 or until a suitable applicant is appointed Write Dr. Gerald Hudson, Director, School of Social Work, University of Windsor, Windsor, Ontario, N9B 3P4

SOCIOLOGY

CARLETON UNIVERSITY. Department of Sociology and Anthropology. Subject to budgetary considerations, applications are invited for a preliminary-track position at the Assistant Professor level in the area of feminist scholarship Applicants should have research experience and evidence of a future research agenda. Candidates with a completed Ph.D. teaching experience and publications will be given preference Curriculum vitae, names of three referees, copies of publications and/or reports of research in progress should be sent to: Professor John de Vries, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario K1S 5B6. Salary is commensurate with experience Effective date of employment July 1, 1988. Application deadline November 1, 1987 In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents Open to both women and men

YORK UNIVERSITY. Faculty of Arts. Department of Sociology. Applications are invited for two tenure-stream appointments, at the Assistant Professor level, in the Department of Sociology, commencing July 1, 1988. These positions are still pending university approval The area of specialization is open A Ph.D. in Sociology, an established record of scholarship, and demonstrated skills in, and commitment to, teaching are required The teaching of core courses in sociology including introductory sociology is expected The duties will include teaching in both graduate and undergraduate programs, and the development of a program of productive research Rank and salary depend on qualifications York University is implementing a policy of employment equity. Qualified women and men are invited to apply. The Department of Sociology is particularly interested in increasing the representation of women and members of minorities among its faculty Please send curriculum vitae, a cover letter stating interests relevant to this position, copies of recent publications, and the names of three referees to: Professor J.G. Craig, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ontario M3J 1P3. Application deadline is November 15, 1987 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SPANISH

UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being invited for a tenure track faculty position at the Assistant Professor rank Qualifications include a Ph.D. with a specialization in the Spanish American area Experience in language and literature teaching with demonstrated commitment to research Ability to teach civilization courses would be an asset Duties include undergraduate teaching of Iberian and Spanish American literature and civilization. Salary commensurate with qualifications and experience. Send resumes to Dr. A. Sarma, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1 The available position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recently PhD graduates appointed as Assistant Professors wherever possible Effective date of appointment: July 1st, 1988 Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome.

STATISTICS

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of Research Assistant Professor The Department wishes to sponsor a strong candidate for the Natural Sciences and Engineering Research Council of Canada (NSERC) 1987-88 University Research Fellowship Competition These fellowships are five year research positions (with a review in the third year) Appointment would be as a Research Assistant Professor, and teaching loads would be at a reduced load. Candidates should have a Ph.D. with evidence of some substantial research activity and/or ability beyond the Ph.D. degree, and must be Canadian citizens or landed immigrants.

Candidates in any area of statistics or probability are invited to apply, but particular preference will be given to candidates in probability theory with a strong interest in applications of probability to statistical problems. Candidates should send curriculum vitaes to Professor J.F. Lawless, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In addition, two letters of reference should be sent directly to the same address. All documents must reach the Department by September 30, 1987. The Department will make its recommendation to NSERC in October, 1987 and NSERC will announce its decision in March, 1988. Appointment would begin May, 1988 or later. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

SURGERY

UNIVERSITY OF SASKATCHEWAN, Otolaryngologist. The Department of Surgery invites applications for a geographic full-time otolaryngologist in the Division of Otolaryngology. The incumbent will hold a joint appointment in the College of Medicine and University Hospital. Academic rank and salary will be commensuate with experience. Candidates must be eligible for licensure in the Province of Saskatchewan and hold or be eligible for specialist certification by the Royal College of Physicians and Surgeons of Canada. Preference will be given to applicants with a strong commitment to research and participation in the teaching program. University Hospital is the tertiary care centre for the northern half of the province with an expansion to 600 beds nearing completion. It is located in a pleasant, urban centre that offers excellent housing and primary, secondary and post-secondary education. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An application accompanied by a detailed curriculum vitae and the names of three referees should be forwarded to: John H. Wedge, M.D., F.R.C.S.C., Professor and Chairman, Department of Surgery, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0 Canada.

TRAOUCTION

UNIVERSITE OE MONTREAL. Département de Linguistique et Philologie. Section de traduction. Annonce de Oeux Postes - Professeur a Plein Temps. Fonctions. Cours de traduction de l'anglais au français. Enseignement de la stylistique comparée et de la rédaction; Théories de la traduction; Grammaire contrastive Exigences: Doctoral en linguistique ou en *sciences du langage; expérience pertinente; haut niveau de compétence en français* et en anglais, connaissance d'une 3e langue et publications souhaitables. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: immédiate. Les candidats doivent acheminer leur curriculum vitae à M. le Directeur, Département de linguistique et philologie, Université de Montréal, C.P. 6128, Succursale "A", Montréal (Québec) H3C 3J7. Cet avis s'adresse aux citoyens canadiens et immigrants reçus.

WOMEN'S STUOIES

YORK UNIVERSITY, Women's Studies. Applications are invited for a tenure track appointment at the Assistant Professor level in Women's Studies. Subject to University approval. This is a joint appointment between the Women's Studies Programme at Atkinson College and the Division of Social Science in the Faculty of Arts. Requirements are a Ph.D.; active research with publications record, and the ability to teach at both the undergraduate and graduate level. Willingness to participate in the administration of the Women's Studies Programme is also required. Candidates' areas of interest should be from amongst the following: Women's Studies, feminist theory, politics of discrimination, comparative urban political economics including third world studies. An interdisciplinary perspective is desirable. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae and names of three referees should be directed to: Professor Arthur Siegel, Chairperson, Division of Social Science, Faculty of Arts, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Deadline for applications: September 30, 1987.

ZOOLOGY

THE UNIVERSITY OF WESTERN ONTARIO. Department of Zoology. The Department of Zoology invites applications for the 1987/1988 NSERC University Research Fellowship competition. Candidates must have obtained a Ph.D. degree during the past five years, and be Canadian citizens or permanent residents of Canada. Applications are encouraged from researchers in the following areas: (1) cell and developmental biology, or molecular genetics, (2) insect physiology, comparative physiology, or parasitology and (3) ethology, community ecology, or population biology. Applications consisting of a CV, representative reprints, summary of research interests, three letters of reference and the appropriate NSERC forms (completed as far as possible) should be sent to Dr. O.M. Ogilvie, Chairman, Department of Zoology, The University of Western Ontario, London, Canada N6A 5B7 before September 30, 1987. An Equal Opportunity Employer.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to mix/change houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603. 717/ 393-1130.

ACCOMMODATION

WALK TO OXFORD COLLEGES. House for Rent. Nov. 87-Apr. 88; June-Oct. 88. Centrally heated, recently decorated, fully furnished, 2/3 bedrooms, modern kitchen, garden. 430 pounds per month. Tel Canada: (613) 746-6718, (613) 745-1368. UK: 011-44-865-53879.

OTTAWA, NEW EDINBURGH. Furnished Townhouse For Rent. Oct. 87 - Feb. 88, April - July 88. 2 bedrooms, 2 1/2 baths, large living areas. $1500 per month includes heat, electricity, snow removal. Tel 613 746-6718; 613 745-1368.

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sollicite
des nominations ou des candidatures
au poste de RECTEUR

Fondée en 1890, l'Université Sainte-Anne, la seule université francophone en Nouvelle-Ecosse, offre des diplômes en lettres, pédagogie, commerce, administration, sciences, sciences de secrétariat ainsi que des programmes professionnels, de formation des métiers, et d'immersion linguistique. Les programmes de cette institution de taille modeste assurent aux étudiant(e)s non seutement une culture sérieuse de base mais une compétence dans les deux langues officielles du Canada. L'université maintient un important service d'extension avec de nouveaux programmes d'éducation à distance, un centre de ressources pédagogiques, une télévision communautaire, des presses universitaires, et offre d'autres services à la communauté dans le cadre de la Société de Logement et de l'Institut de Oéveloppement Communautaire.

Le Recteur est le principal administrateur de l'Université
Entrée en fonction le premier juillet 1988
Toute nomination ou candidature doit être reçue avant le 15 novembre 1987 et addresée au:
Secrétaire, comité de candidature
Université Sainte-Anne
Pointe-de-l'Eglise (Nouvelle Ecosse)
B0W 1M0

UNIVERSITY of GUELPH

Invites nominations and applications for the position of

PRESIDENT

The appointment, which will be effective July 1, 1988, or as soon thereafter as possible, is for a term of five years with the possibility of extension upon review.

Applications should be accompanied by a detailed curriculum vitae and the names of referees.

Letters of nomination should include biographical details of the person nominated. This advertisement is directed to Canadian citizens and those with permanent resident status.

Applications, nominations and enquiries should be addressed by September 30, 1987 to:

E.C. Bovey
Chairman, Selection Committee for President
UNIVERSITY OF GUELPH
Guelph, Ontario, Canada N1G 2W1

The University of Manitoba

Dean, Faculty of Physical Education and Recreation Studies

The University of Manitoba invites nominations and applications for the position of Dean of the Faculty of Physical Education and Recreation Studies, for a term commencing July 1, 1988.

The appointee will be responsible for the Faculty's academic programs, for intercollegiate and intramuel sports programs and the facilities associated therewith, and for service programs, campus recreation, fitness tests, children's sports camps, facility management and athletic therapy.

The Faculty of Physical Education and Recreation Studies offers undergraduate degree programs leading to the Bachelor of Physical Education and Bachelor of Recreation Studies degrees and a Master's degree in Physical Education. At present, 474 students are enrolled in the undergraduate programs.

Candidates should have demonstrated leadership ability in academic, professional and community settings, be knowledgeable about academic programs in Physical Education and Recreation Studies and be able to undertake responsibility for the management of budgets and of physical facilities. The candidate should have a doctoral degree in a related discipline and be committed to research and services. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

Please send nominations, applications, and any other written comments to Dr. Terrence P. Hogan, Chairperson, Advisory Committee for Selection of a Dean for the Faculty of Physical Education and Recreation Studies, Room 208 Administration Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2, not later than October 16, 1987.

Department of the Secretary of State of Canada | Secrétariat d'État du Canada

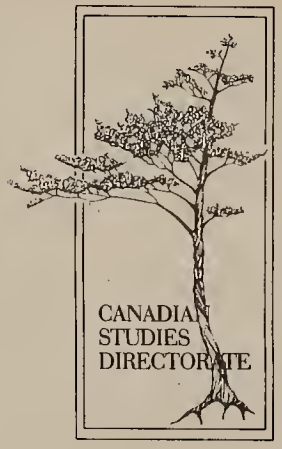
Canadian Studies Programs

The Canadian Studies Directorate is accepting applications for assistance with the funding of projects for its November 1, 1987 deadline.

Requests for funds must address the following content areas:

* Canadian Citizenship Participation
* Canadian content literacy materials
* Canada as a sovereign nation
* Canadian diversity, equality and community
* Science in a Canadian context

Projects must be national in scope, conducted in both official languages when appropriate, and be applicable to both Official Language groups when possible. Proposals eligible for consideration by other federal government departments will not, as a rule, be considered eligible by the Canadian Studies directorate. Core and ongoing operational costs are also ineligible.



For further information on eligibility criteria, application forms and procedures, please write to:

Canadian Studies Directorate
Secretary of State
Ottawa, Ontario
K1A 0M5

or telephone (819) 994 - 1544

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So if your destination is anywhere in Europe, Africa, Middle East, South Pacific, Around-the-World, get in touch now. We will make every endeavour to provide you with travel bargains.
We also offer exciting Treks, Outings and Expeditions to the Seven Continents! – and for those seeking something along the lines of a beach holiday closer to home, a full range of packaged vacations are yours for the asking at excellent prices. Select from Club Med, Paramount, Touram, Thompson Vacations and many more – you'll be pleasantly surprised!!

THE ATLANTIC

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WINNIPEG to London	$569.00	$598.00
EDMONTON/CALGARY/ SASKATOON/REGINA to London	$626.00	$658.00
TORONTO to Paris	$569.00	$598.00
MONTREAL to Paris	$521.00	$548.00
TORONTO to Amsterdam	$542.00	$558.00
MONTREAL to Amsterdam	$532.00	$548.00
CALGARY to Amsterdam	$707.00	$728.00
VANCOUVER to Amsterdam	$745.00	$768.00
TORONTO to Frankfurt	$578.00	$608.00
VANCOUVER to Frankfurt	$768.00	$808.00
TORONTO/MONTREAL to Zurich/Geneva	$626.00	$658.00
TORONTO/HALIFAX to Prestwick	$474.00	$498.00

– Please keep this advert for future reference –

All fares quoted are subject to change without notice and do not include Canadian Transportation Tax of $19.00 per person. Low season fares are quoted in Canadian dollars. Please indicate on coupon provided your specific dates for accurate quotation. E. & O.E.

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From ZURICH to VIENNA	$290.00	$205.00	$435.00	$409.00

All fares quoted in Canadian dollars and are subject to change without notice. Many other possibilities, please enquire. Children's fares available upon request. E. & O.E.
FOR ENQUIRIES REGARDING ATLANTIC/EUROPEAN FARES please call NANCY/DANIEL.

AROUND-THE-WORLD

Sample Itineraries:
1. Toronto – London – Athens – Johannesburg – Harare – Perth – Adelaide – Sydney – Melbourne – Auckland – Tahiti – Los Angeles – Toronto: CAD$3719.00
2. Toronto – Vancouver – Tokyo – Shanghai – Hong Kong – Delhi – Rome – Amsterdam – Toronto: CAD$2569.00

Maximum stay one year. Some backtracking may be required. Several itineraries available – let us 'customize' an itinerary to meet your individual requirements.
Advance booking conditions and penalties apply. All fares, itineraries and routings are subject to change. All programmes subject to revision and termination. All fares quoted in Canadian dollars and do not include Canadian Transportation Tax of $19.00 per person. PLEASE CALL PETER E. & O.E.

SOUTH PACIFIC

		2 Month Excursion Fare (Return)			One Year Excursion Fare (Return)		
From:	To:	Low	Shoulder	High	Low	Shoulder	High
VANCOUVER	SYDNEY/BRISBANE/ MELBOURNE	$1445	$1571	$1823	$1635	$1760	$2075
	PERTH	1824	1949	2201	2013	2138	2453
	AUCKLAND	1319	1444	1697	1508	1634	1949
	CHRISTCHURCH	1382	1507	1760	1571	1697	2012
CALGARY	SYDNEY/BRISBANE/ MELBOURNE	1570	1696	1948	1760	1885	2200
	PERTH	1949	2074	2326	2138	2263	2578
	AUCKLAND	1444	1569	1822	1633	1759	2074
	CHRISTCHURCH	1507	1632	1885	1696	1822	2137
WINNIPEG	SYDNEY/BRISBANE/ MELBDURNE	1685	1811	2063	1875	2000	2315
	PERTH	2064	2189	2441	2253	2387	2693
	AUCKLAND	1559	1684	1937	1748	1874	2189
	CHRISTCHURCH	1622	1747	2000	1811	1937	2252
MONTREAL/ OTTAWA	SYDNEY/BRISBANE/ MELBOURNE	1800	1926	2178	1990	2115	2430
	PERTH	2179	2304	2556	2368	2493	2808
	AUCKLAND	1674	1799	2052	1863	1989	2304
	CHRISTCHURCH	1737	1862	2115	1926	2052	2367
TORONTO	SYDNEY/BRISBANE/ MELBDURNE	1780	1906	2158	1970	2095	2410
	PERTH	2159	2284	2536	2348	2463	2788
	AUCKLAND	1654	1779	2032	1843	1969	2284
	CHRISTCHURCH	1717	1842	2095	1906	2032	2347
HALIFAX	SYDNEY/BRISBANE/ MELBOURNE	1848	1974	2226	2038	2163	2478
	PERTH	2227	2352	2604	2416	2541	2856
	AUCKLAND	1722	1847	2100	1911	2037	2352
	CHRISTCHURCH	1785	1910	2163	1974	2100	2415

LOW SEASON: April – September. SHOULDER SEASON: October – November. HIGH SEASON: December – March
All Fares: All fares and conditions are subject to change without notice and do not include Canadian Transportation Tax of $19.00 per person. In all cases outbound date of travel (transpacific) determines the return season.

2 MONTH FARES
Advance booking: Minimum 14 days prior to departure.
Length of stay: Minimum 6 days, maximum 2 months
Stopovers: 3 stopovers allowed in addition to point of turnaround (not including Tahiti and Cook Islands). Subject to specific routings.
Payments: 10% deposit required within 2 weeks of booking. Balance of payment due 30 days prior to departure.
Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

ONE YEAR FARES:
Advance booking: None
Length of stay: Minimum 6 days, maximum one year.
Stopovers: Unlimited stopovers on current specified routings.
Payments: 10% deposit required within 2 weeks of booking. Balance of payment due 30 days prior to departure.
Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

PLEASE CALL PETER E. & O.E.

FARES TO AFRICA (Round Trip)

From:	To:	ACCRA	ABIDJAN	DAKAR	LAGOS	NAIROBI
TDRDNTO:	Low Season	$1709	$1299	$1130	$1599	$1678
	High Season	1846	1401	1215	1731	1678
MDNTREAL:	Low Season	1607	1299	1130	1497	1678
	High Season	1743	1401	1215	1629	1678

Seasons: Low: 15Sept – 14May High: 15May – 14Sept
Advance booking and ticketing are required. Cancellation penalties apply. Airfares do not include Canadian Transportation Tax of $19.00 per person. All fares quoted in Canadian dollars and are subject to change and revisions. Maximum stay is 45 days.
PLEASE CALL PETER E. & O.E.

FOR ADDITIONAL INFORMATION PLEASE COMPLETE AND RETURN COUPON:

NAME: _____ FULL ADDRESS: _____
FACULTY / UNIVERSITY: _____ BUSINESS TEL: _____ HOME TEL: _____
DEPARTURE DATES: _____ LENGTH OF STAY: _____
DESTINATION: _____ # OF ADULTS _____ # OF CHILDREN: _____
AIR ONLY: _____ LAND: _____ TOUR: _____ ENGLISH: _____ FRENCH: _____

09/87 CAUT

ONLY MAJOR CARRIERS ARE USED IN OUR OFFERINGS!
FINLAY TRAVEL LIMITED, Suite 2360, Exchange Tower, P.O. Box 433, 2 First Canadian Place, Toronto, Ontario M5X 1J5 Tel.: (416) 366-9771
ADU #1/87/88/P.

CAUT 1987-88
STATUS OF WOMEN WORKSHOP

October 16-18, 1987
Lord Beaverbrook Hotel, Fredericton
WOMEN AND ACADEMIC FREEDOM

AGENDA (Subject to change)

Friday, October 16

1:00 p.m.	Registration begins
6:00 - 7:30 p.m.	Reception and Cash Bar
7:30 - 9:30 p.m.	Welcome Banquet Keynote address on the evaluation of excellence

Saturday, October 17

9:00 - 12:00 a.m.	University Women and Academic Freedom: a discussion of the issues, a review of cases, What is Fair?
2:00 - 5.30 p.m.	Choice of (2/3) group sessions (1.5 hours each) on research and granting agencies, what happens to feminists in the classroom, and male/female career patterns
Evening	Dinner at King's Landing

Sunday, October 18

9:00 - 12:00 a.m.	Choice of (2/3) group sessions (1.5 hours each) on community and university service, publishing and a session for non-university constituents
1:30 - 3:00 p.m.	Conclusion: bringing strategies together

REGISTRATION INFORMATION

Registration:	$85 per person includes materials, and all meals except breakfast. Saturday only registration $50; Sunday only registration $50.
Accommodation:	A limited number of rooms has been reserved at The Lord Beaverbrook Hotel, 659 Queen Street, Fredericton at $50 per night.

Registration deadline: September 25, 1987

Completed form and cheque (payable to CAUT) should be mailed to:

Ms. Sue Trounce
CAUT
1001-75 Albert Street
OTTAWA, Ontario
K1P 5E7

For more information, telephone Sue Trounce or Rosalind Riseborough at (613) 237-6885.

REGISTRATION FORM

Name _____

Address _____

_____

Office telephone_____ Home telephone_____

Affiliation (if any)_____

I plan to attend:

Friday to Sunday_____ Saturday only_____ Sunday only_____

Please book hotel accommodation for nights of:

Friday, Oct. 16_____ Saturday, Oct. 17_____

Single_____ Double_____

I will require daycare_____

Simultaneous translation will be provided at some of the sessions, and some of the sessions will be given in French as well as in English.
Please advise Sue Trounce of any changes.

ACPU 1987-1988
ATELIER SUR LE STATUT DE LA FEMME

du 16 au 18 octobre 1987
Hôtel Lord Beaverbrook, Fredericton
LES FEMMES ET LA LIBERTE UNIVERSITAIRE

ORDRE DU JOUR (à confirmer)

Vendredi le 16 octobre

13 h	Début de l'inscription
18 h à 19 h 30	Réception et bar payant
19 h 30 à 21 h 30	Mot de bienvenue Banquet Allocution sur l'évaluation de l'excellence

Samedi le 17 octobre

9 h à midi	L'université, les femmes et la liberté universitaire: une discussion des problèmes, une revue des cas, Qu'est-ce qui est juste?
14 h à 17 h 30	Choix de 2 séances collectives sur 3 (1 h 1/2 chacune) sur la recherche et les organismes subventionnaires, sur ce qui arrive aux féministes dans les salles de cours, et sur les cheminements de carrière propres aux hommes et aux femmes
soirée	Souper au King's Landing

Dimanche le 18 octobre

9 h à midi	Choix de 2 séances collectives sur 3 (1 h 1/2 chacune) sur le service communautaire et le service universitaire, l'édition et une séance destinée aux participants non-universitaires
13 h 30 à 15 h	Conclusion: regrouper les stratégies

RENSEIGNEMENTS

Inscription:	85 $ par personne, comprenant le matériel et tous les repas sauf les petits déjeuners. Droit d'inscription pour le samedi seulement: 50 $; pour le dimanche seulement: 50 $.
Hébergement:	Un nombre limité de chambres est réservé à l'hôtel Lord Beaverbrook, 659, rue Queen, Frédéricton, à un coût de 50 $ par nuit.

Date limite des inscriptions: le 25 septembre 1987

Retourner le bulletin dûment rempli accompagné d'un chèque à l'ordre de l'ACPU à:

Mlle Sue Trounce
ACPU
1001-75, rue Albert
Ottawa (Ontario)
K1P 5E7

Pour plus de renseignements, téléphoner à Sue Trounce ou à Rosalind Riseborough au (613) 237-6885.

BULLETIN D'INSCRIPTION

Nom _____

Adresse _____

_____

Téléphone: Bureau_____ Domicile_____

Affiliation (le cas échéant)_____

Je serai présent(e):
du vendredi au dimanche ___ samedi seulement ___ dimanche seulement ___

Veuillez me réserver une chambre pour:

Vendredi, 16 oct._____ Samedi, 17 oct._____

Simple_____ Double_____

J'aurai besoin de services de garde_____

Des services d'interprétation simultanée seront offerts durant certaines séances, et certaines des séances seront données en français aussi bien qu'en anglais.
Prière d'avertir Sue Trounce de tout changement.